

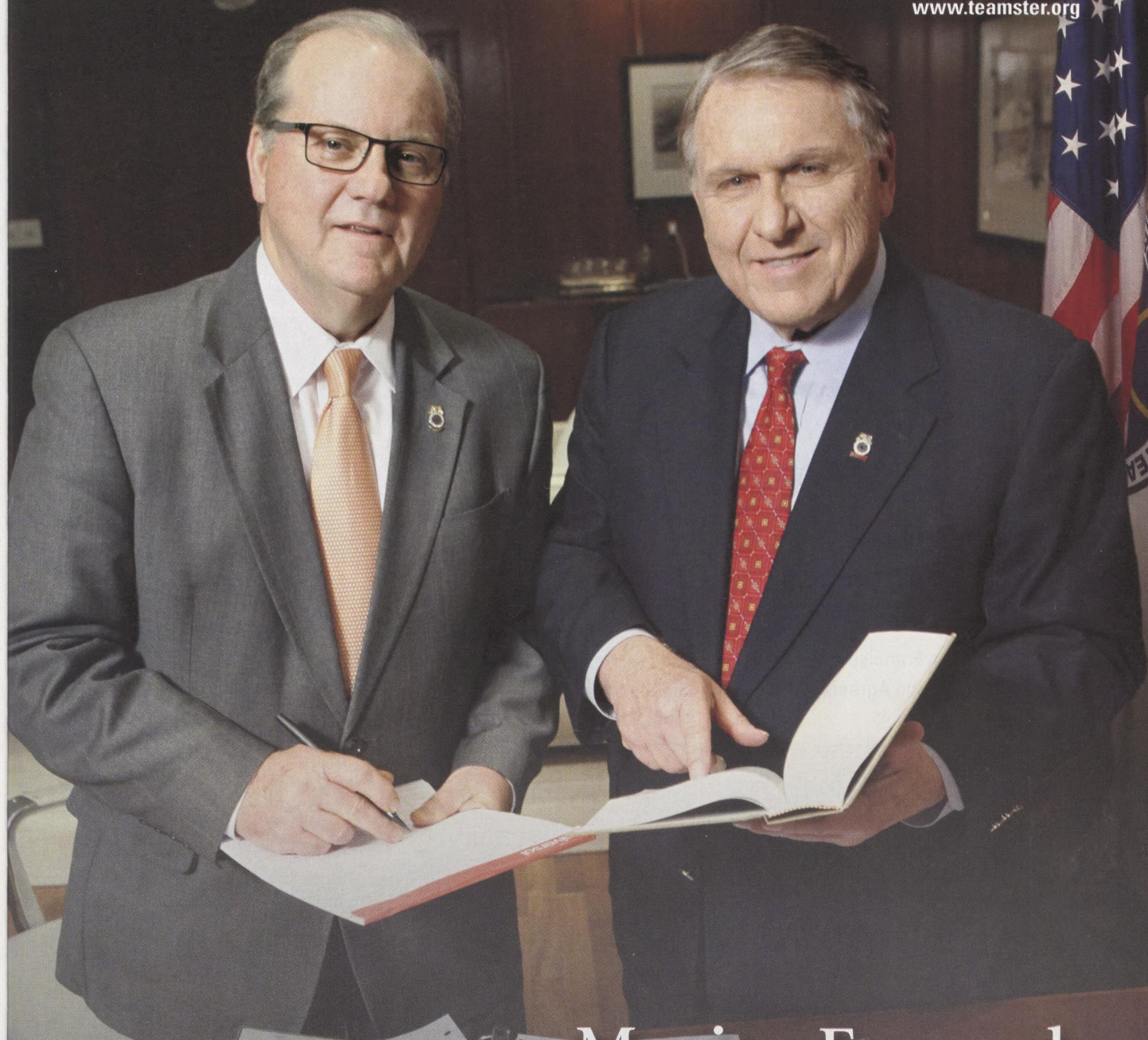


INTERNATIONAL BROTHERHOOD OF TEAMSTERS

SPRING 2017

# TEAMSTER

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## Moving Forward

HOFFA, HALL REELECTED,  
OUTLINE PLANS FOR THE FUTURE



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The Teamster (ISSN 1083-2394) is the official publication of the International Brotherhood of Teamsters, 25 Louisiana Avenue, NW, Washington DC 20001-2198, is published six times a year. Periodical postage paid at Washington, DC and at additional mailing offices.

SPRING 2017 / VOLUME 114, NO 1

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# Workers Need Real Pension Reform

A MESSAGE FROM GENERAL PRESIDENT JAMES P. HOFFA

The Teamsters won a battle over pensions late last year in Congress as part of a short-term spending bill. But there is still a long way to go in this fight to protect the retirement security of hundreds of thousands of workers across the United States.

Months of lobbying by union members halted efforts to include legislation unveiled last fall that would have created a false fix for pensions as part of another short-term continuing resolution that funds the federal government through April 28. But the fight isn't over and workers must remain on guard to ensure that such language isn't part of future legislation.

At stake is the financial security of many retirees. The proposed measure changes pension funding rules by allowing multiemployer pension administrators to transition their defined benefit pension plans to a new "composite" plan. The bill would have the effect of creating two underfunded pension plans that shortchange participants.

First, it would significantly reduce contributions to the legacy pension plan. Under the proposal, pension administrators are permitted to refinance plan liabilities and pay them off over 25 years, about double the time permitted under current law. But this scheme doesn't fix anything. The same mar-

ket forces facing legacy plans would create funding shortfalls for composite plans, requiring plans to either increase contributions or, more likely, reduce benefits. Further, the legislation would permit unprecedented cuts to retirees' benefits.

Now make no mistake, the Teamsters believe pension reform is necessary. But this plan is not the right solution. Many workers and retirees spent decades contributing to their pensions, taking lower pay and benefits in return for the promise of retirement security. But that will not happen with this legislation.

The need for comprehensive pension reform is significant. Now more than ever, Congress must come together and create a bipartisan solution that protects their constituents who played by the rules and did everything they were supposed to do while supporting their families and contributing to our nation's well-being.

They don't deserve to be cast aside. Instead, they should be protected with a real fix that allows them to live their golden years with dignity.

*James P. Hoffa*







## A NEW FIGHT IN THE WAR ON WORKERS



### House GOP Introduces Nationwide 'Right to Work' Bill

Working Americans stood up to the political establishment in 2016 and demanded that the resources of the country and efforts of the government be devoted to restoring the manufacturing base that provided generations of Americans with good paying jobs that propelled them into the middle class.

They wanted those jobs brought back from foreign countries and they wanted to stop today's employers from continuing to close American factories, moving them to countries where they could find employees who would work for less and demand fewer benefits. Behind the narrative is the fact that most of the good paying jobs that corporations made disappear were union jobs, covered by union contracts guaranteeing middle class wages, medical and pension benefits.

But as a new Congress took its place on Capitol Hill this year, it became quickly apparent that those in charge are listening to the big business interests that bankrolled their election campaigns, including many of the businesses that closed their factories in the United States and left for foreign shores. Nowhere is that clearer than the Republican's roll out of right-to-work (RTW) legislation that would further decimate good wages nationwide.

Under current law, each state has the right to decide whether to adopt right-to-work laws for private sector employees in industries other than rail and airlines. Now the oft-proclaimed proponents of limited federal authority want to take that right away

from the states and authorize the federal government to impose a law that will eliminate the right of workers to participate in democratic organization that provide them a say in their workplaces.

The destructive anti-worker bill recently introduced by Reps. Joe Wilson (R-S.C.) and Steve King (R-Iowa) would amend the National Labor Relations Act and Railway Labor Act to prohibit workers and their elected bargaining representatives from negotiating contracts to protect and improve their wages and conditions of employment and spread the cost of that representation among all of the workers that reap the benefits.

Once RTW laws are enacted, lower wages and fewer rights on the job are sure to follow. As the Economic Policy Institute noted, wages are 3.1 percent lower in RTW states for both union and non-union workers, even after calculating differences in cost of living, demographics and the local labor market. That would become the reality nationwide as workers would now have less bargaining power.

This legislation does nothing to create jobs, grow the middle class or improve the lives of workers. It's shameful that some members of Congress have chosen to prioritize big business interests over the demands of their constituents. The Teamsters Union is committed to improving the lives of working people by fighting against RTW.

For more information, visit [www.teamster.org](http://www.teamster.org).

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MCKESSON

## Teamsters Demand Accountability for Deadly Opioid Crisis

UNION TAKES AIM AT PHARMACEUTICAL WHOLESALE DISTRIBUTORS

**T**he prescription opioid epidemic which now claims more than 60 lives a day in the U.S. and costs our country an estimated \$75 billion a year has devastated families and whole communities. It has put unimaginable stress on our public services and state budgets and sent health care costs soaring. For Teamsters, the crisis is personal as so many families have been deeply impacted by the insidious epidemic.

West Virginia, a state of less than 2 million people, has suffered the highest overdose death rate in the U.S. According to a recent investigation by the Charleston Sunday Gazette-Mail, drug wholesalers flooded the state with 780 million painkillers in just six years as overdose deaths were on the rise. That amounts to 433 pain pills for every man, woman and child. The nation's three largest prescription drug wholesalers, McKesson, Cardinal Health and AmerisourceBergen, supplied more than half of all pain pills statewide during this period while reporting a combined \$17 billion in net income. Over the past four years, the CEOs of the "Big 3" wholesalers collectively received salaries

and other compensation of more than \$450 million.

According to the federal Drug Enforcement Agency (DEA), the wholesalers repeatedly failed to report suspicious orders as required by law, leading to multiple enforcement actions over the years and some big settlements. McKesson alone has paid more than \$160 million to settle cases with the DEA and has had to suspend distribution of certain drugs from some distribution centers. But according to an investigative report by the Washington Post, DEA enforcement appears to have slowed in recent years as the wholesalers began hiring DEA investigators and putting them on their payrolls.

West Virginia has sued the big three wholesalers as have several of the hardest hit counties in the state. Both Cardinal and AmerisourceBergen settled with the state, agreeing to pay \$20 million and \$16 million, respectively. McKesson has not. West Virginia says that McKesson supplied nearly 100 million doses to the state during a five year period and provided bonuses and commissions to sales representatives based on the sale of highly addictive pre-

scription pain medication. During that same five year period, McKesson CEO John Hammergren received more than \$368 million in realizable compensation, demonstrating a startling lack of accountability at the top.

In a November letter to McKesson's board of directors, Teamsters General Secretary-Treasurer Ken Hall demanded that McKesson "take immediate, proactive steps to investigate and address company practices that have helped fuel the deadly opioid epidemic."

Hall demands that McKesson recover all or a significant portion of Hammergren's incentive pay, investigate whether the incentive pay for other top executives should be clawed back, and suspend use of incentive pay related to the sale of controlled substances.

"Unfortunately, I have seen the devastation up close. It has ravaged my home state of West Virginia and impacted hundreds of Teamster families across the country," Hall said. "We will not let these distributors put profits above the health and safety of Teamster members and their families."





# FIRST CONTRACT FOR ORANGE COUNTY WORKERS

## Local 952 Delivers With Wage and Benefit Improvements

Residents of Orange County, Calif., may notice a spring in the step of county workers since 450 have recently ratified their first Teamster contract. Since voting in representation by Local 952 in December 2015, county employees, along with staff of the local union, had been bargaining with the county administrators to win wage and benefit improvements.

"These dedicated county workers had to endure sub-par wages and lackluster representation from the prior association which represented them. But now as members of our local, we are working to improve their lives," said Patrick D. Kelly, Secretary-Treasurer of Local 952.

Wage increases are one improvement that was the result of a wage survey, conducted by the local union, prior to the contract ratification.

The wage survey showed Orange County wages were lower for the same jobs compared to nearby areas. To compensate in the interim, wage increases were built into the contract's three-year term. The local also won the right to have a job description evaluation for dozens of jobs.

"Orange County employs 450 people who fill a very diverse set of jobs—from custodians to airport maintenance to zoo keepers—at 40 different sites, totaling 70 job classifications. And because our members fill so many kinds of jobs, it's a good bet that Orange County residents interact with a Teamster on a daily basis. Everyone who works for Orange County wants to perform

their job at the highest level, and this new contract will help ensure that," Kelly said.

### Members Reap Immediate Rewards

An automotive mechanic with Orange County for the past 17 years, Jim McAnally praised the new contract and the local union's positive attitude. The contract's improvements include an 8.5-percent wage raise.

"We had gone without a raise for the past 10 years, and my job description was last updated in 1983—before cars even had computers! I'm proud of how the local union took the bull by the horns with this contract," McAnally said.

Andrea Brone, an equipment operator for the county for the past 20 years, described the feeling of equality she had when she first came to the local union. Brone's workday centers around driving a truck (a sweeper or water truck), but she has found time to volunteer for the union and is now acting shop steward.

Local 952 has a strong track record of representing public employees. For the past 25 years, the 850 employees of the Orange County Transportation Authority (OCTA), which run the county's bus transportation system, have been members.

"The great diversity of jobs in the Teamsters Union is what makes us the perfect representative for the Orange County employees' unit," Kelly said.





## RELIEF FOR TEAMSTERS

### *Disaster Relief Fund Helping Victims*

**T**he Teamsters Disaster Relief Fund is offering assistance to members living in Louisiana, Mississippi and Georgia after severe storms.

In all three states, severe storms, tornadoes and straight line winds have damaged homes and property in 2017.

The Teamsters Disaster Relief Fund is a charitable 501(c)3 developed in 1991 to assist Teamster members who have suffered a loss from a disaster long after the media has forgotten.

For questions, contact the Teamsters Disaster Relief Fund office at (202) 624-8971. For more information or to make a donation, visit [ibt.io/tdrfund](http://ibt.io/tdrfund)

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## TANKHAULERS JOIN LOCAL 174

### APP Drivers in Washington State Form Union

**T**ankhaul drivers—the drivers who transport fuel tanks—have one of the most dangerous and challenging jobs in the trucking industry. Workers in those jobs deserve fair pay and a safe working environment. When 90 workers in Washington state didn't get what they deserved, they joined the Teamsters.

APP/World Fuel Service drivers voted to join Local 174 in Tukwila, Wash. Despite a strong anti-union campaign by APP, a majority voted in favor of union representation in November.

"Standing in that room during the vote count was probably the best feeling I ever had. The room was full of office higher-ups and their attorneys. As the count went on, I thought, 'We won this,'" said Tony Inglett, who has worked at APP for 11 years. "We faced this giant, this monolith with billions of dollars at their disposal, and we were ahead of them at every turn."

"We are excited to welcome our newest members to the Teamsters Local 174 family," said Dave Jacobsen, Western Region

Tankhaul Director and Local 174 Senior Business Agent. "We have waited far too long for this victory. This is a prime example of the success we can have when the local, the division, the Joint Council and the International all work together to organize the unorganized."

#### Better Off

Early in 2016, APP's parent company, World Fuel Services, started to shift the rising cost of health care onto the employees while at the same time refusing to fairly compensate them for the hazardous work they do every day.

"When I started talking to our guys, I saw the difference in pay rates for all of us. There was something like 68 different pay rates for drivers. Some people get this, some don't. I've been in the industry for about 30 years and I can tell you, people are tired of waiting with their plate in their hands," Inglett said. "It's like if I go to a restaurant and the waiter says, 'I'll choose

for you...maybe you'll get some gravy on your potatoes, maybe not.' We wanted to order our own meal."

Inglett and his co-workers started talking to drivers in other locations and decided to contact the Teamsters union.

"We wanted to speak for ourselves, not just wait to be told what we get. The drivers got to talking after shift because the disrespect shown to us was intolerable," he said.

"I'm excited about becoming a Teamster because of the better lifestyle that will be there for me and my family," said APP driver David Storm. "The security and protection that I never had with APP will change once we have a contract and we can't wait."

"I've got 10 more years of work before retirement. I'd really like to see this industry changed, and better representation is the only thing that'll make it happen," Inglett said. "I wish we had done this sooner. We could have been so much better off."



## CONSTRUCTION CAREERS STRENGTHENED BY SKILLS, SAFETY

# Training for **STRENGTH** in Southern California



For the past 35 years, Teamsters who are members of Locals 166, 986, 848, 87 and 186 have been relying on the expertise of trainers at the construction yard training facility to improve their on-the-job performance and assure their advancement to better paying jobs in the construction industry.

"We train approximately 2,500 members a year through our hazardous waste safety training programs and about 100 members in our Commercial Driver's License program," said Andy Nichols, training director for the Construction Teamsters Training and Upgrading Fund of Southern California. "Our locals depend on us to teach courses that prepare members for work in many parts of the construction industry and we have a great track record of licenses and safety goals that were achieved."

The Fontana, Calif., facility is located on a nearly 3-acre plot just off a busy road near the main highway. Five trainers handle the CDL program while two trainers operate the hazardous waste safety program. There is plenty of room to maneuver 18-wheelers, forklifts, flatbeds and other equipment necessary in the industry. The facility also boasts a huge, covered shop which houses an articulated dump truck, a bus and classrooms. The layout is simple, but adequate.

"We didn't need a site with too many bells and whistles as this is a teaching facility," Nichols said. "We also have access to the fairgrounds for the Los Angeles County fair and it's 3.5 acres in size including hills and some rough terrain. Preparing our members for work in the construction field has to cover as many bases as we can since our building projects are not always

sited on a flat space."

Trainees Ralph Lopez, a member of Local 986, and Christopher Roberts, a member of Local 166, agreed that the CDL programs were beneficial.

"I've been a member for the past 11 years," Roberts said. "I'm taking the CDL course in order to advance my career. Driving on the road is challenging, so we need to be prepared."

"They are training us to become professional drivers," Lopez said. "I've been a member of my local for the past 26 years, and I wanted to take this CDL course in order to get better job skills. When I heard about the training opportunity through my Local 986 representative, they described how the course would teach us about safety rules and really know the whole vehicle, which I was eager to do."

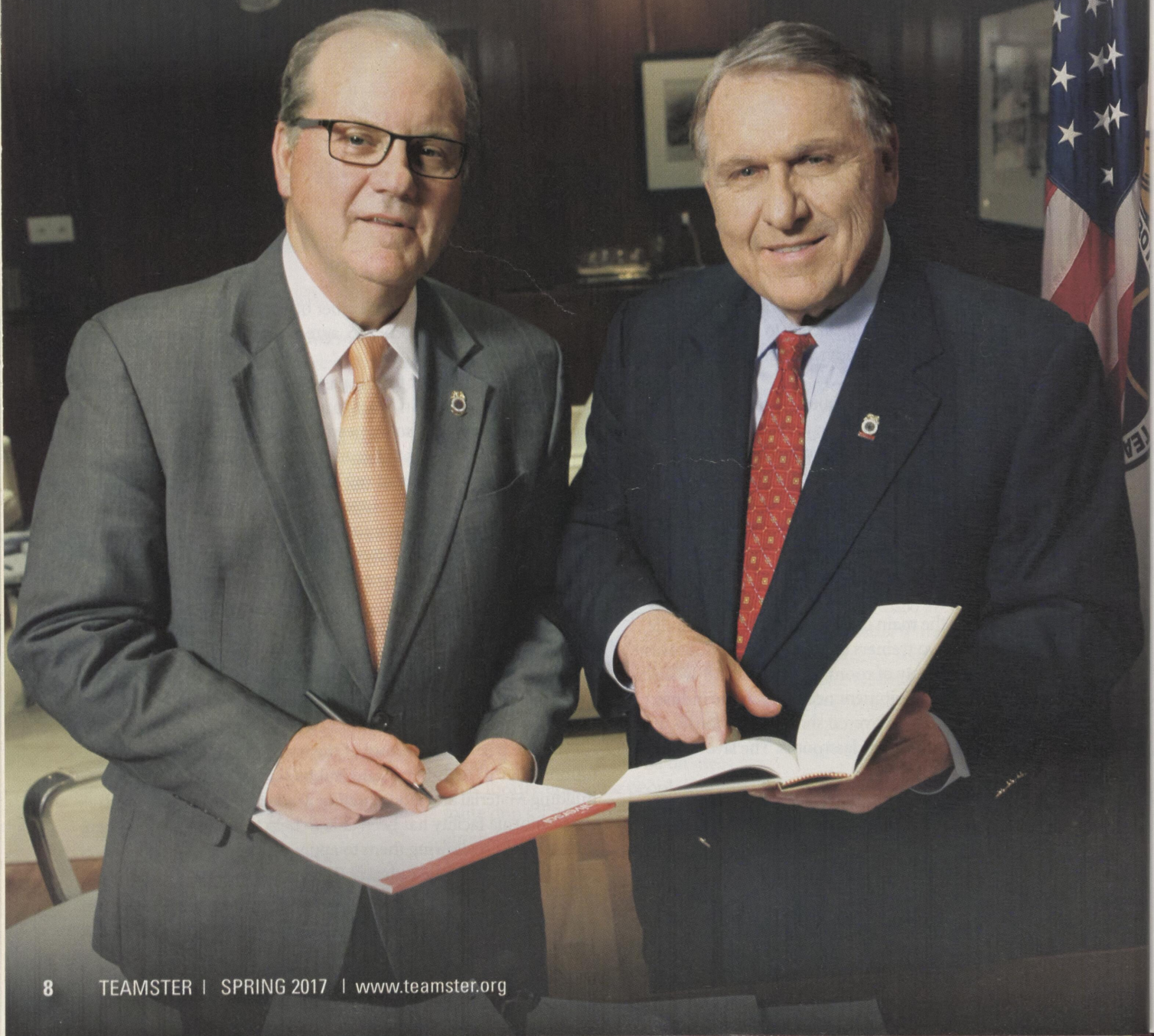
In addition to the CDL course, the facility instructs members on water pull, water truck, rock truck, end dump, dump truck, fork lift training, load securement training and crane training. The hazardous waste courses offered range from the 40-hour Hazwoper course to the 10-Hour OSHA construction course.

"We are particularly proud of the training that our local unions offer to members," said Bubba Davis, Director of the Building Material and Construction Trade Division. "The Southern California facility has been able to help thousands of members learn new skills allowing them to apply, and be hired, for higher-paying positions in the industry. The building boom in California has no real end in sight and will keep skilled members, such as ours, employed for years to come."



# Moving Forward

HOFFA, HALL REELECTED,  
OUTLINE PLANS FOR THE FUTURE





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**By reelecting General President Jim Hoffa and General Secretary-Treasurer Ken Hall, Teamster members made their voices heard and gave a mandate to continue to build Teamster power. Teamster magazine recently discussed with Hoffa and Hall their vision for the future and the challenges that lay ahead.**

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**As you begin your new term as General President, what are your top priorities?**

**HOFFA:** We have so many priorities right now—contract negotiations, pension security, political action and more. Organizing is always one of our union's biggest priorities. Obviously, if you can't organize, the union can't grow. Over the last decade, we have organized more than 300,000 new members. That's a huge amount of progress and no other union in North America has even come close to those organizing numbers. Considering the relentless hostility right now toward labor, this is amazing progress.

**We have seen union density shrink like never before, yet the Teamsters Union has had great success organizing the unorganized. How does the union do it?**

**HOFFA:** When we took office, we changed the culture of the union. We turned the Teamsters into the top organizing union in the nation. It wasn't easy. We have had success by working together with hundreds of our locals, with our Joint Councils and our other affiliates. Member organizers have also made a huge difference in many campaigns. And, of course, we have the best organizers in the labor movement.

**What are some of the union's organizing priorities right now?**

**HOFFA:** A priority is to organize XPO Logistics, one of the largest global logistics and transportation companies in the world, and one of the greediest companies we've ever encountered. This greed includes mistreating former Con-way Freight workers in the United States, and the company denying their workers' right to organize. It also includes port, rail and last-mile drivers around the country and in Southern California fighting wage theft in excess of \$200 million because they are misclassified as independent contractors and denied the right to form their union. This greed has caused numerous lawsuits and strikes. Greed also means an unsafe workplace and mistreating its warehouse employees.

XPO's greed extends to Europe. French workers and the unions have been fighting back against XPO's disrespect, lies and attempts to slash jobs. Similar struggles are taking place in Great Britain, Spain, Belgium, the Netherlands, and across Europe. The

Teamsters are part of this struggle to win fairness, respect and dignity for tens of thousands of XPO employees around the world!

**The union has also had great success in organizing school bus workers through the Drive Up Standards campaign. Will that continue?**

**HALL:** Our campaign to organize the privatized school bus and transit industry has been a top priority for our union over the past 10 years. In 2006, we had 4,000 members in this industry. Today, we have nearly 50,000 members and a national master agreement with the largest provider of school transportation, First Student. We continue our efforts to drive up standards across this industry by turning our focus to National Express (NEX) and its subsidiary, Durham School Services. Durham is the second largest company in the industry and, jointly with First Student, makes up nearly half of all school bus contracts. NEX is a global corporation and we have made strategic alliances with the affiliated unions of the International Transport Workers Federation to ensure that workers' rights are protected in every place this company operates.

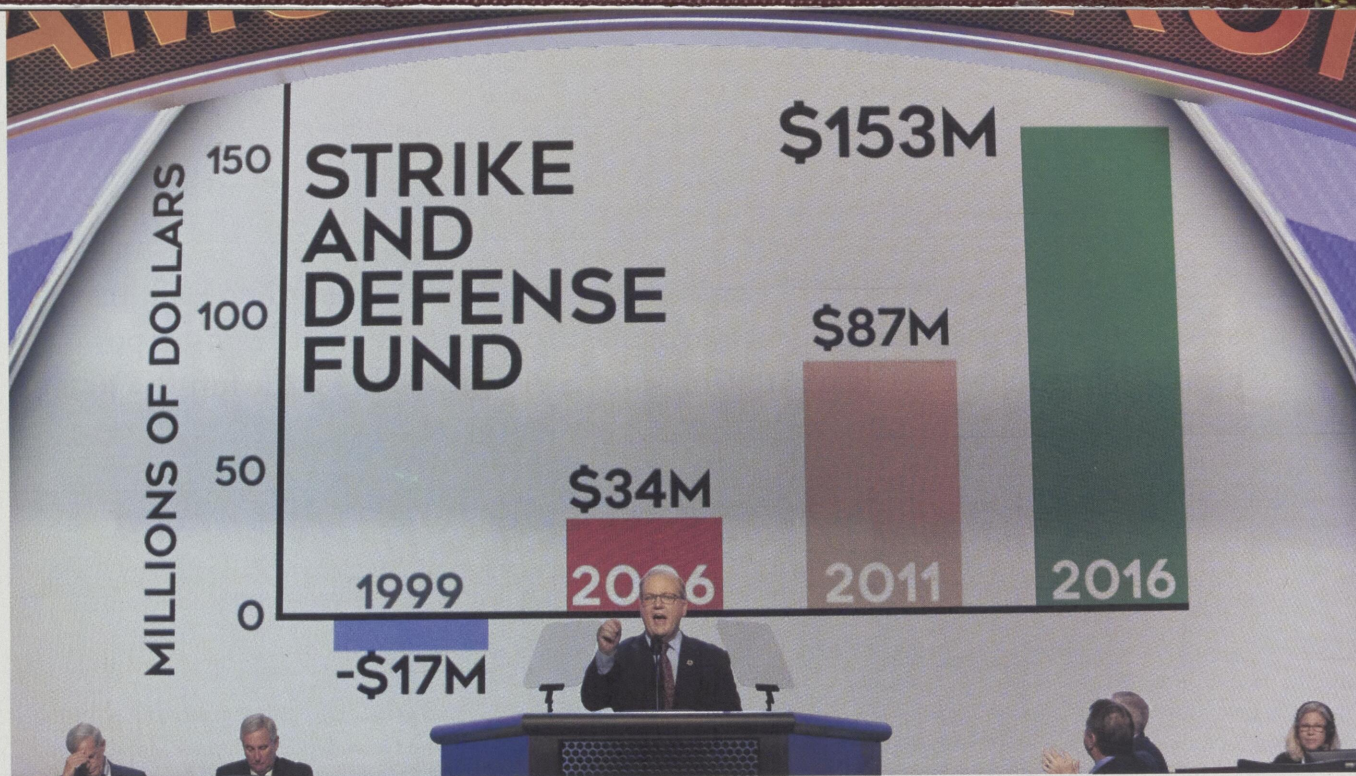
**As General Secretary-Treasurer, you're responsible for managing the union's budgets, its investments and all other funds. Can you tell us whether the union is on sound financial footing?**

**HALL:** We are. I'm proud to report that the finances of the International Brotherhood of Teamsters are stronger than ever. When Jim Hoffa and his administration took office in 1999, the union was just about broke. We had so little money that our members couldn't afford to strike. When a union can't afford to strike, employers take advantage. We had to change that. And we did.

In 1999, our union's net assets had fallen below \$10 million. Now we have net assets of more than \$250 million. We've reengineered our Strike and Defense Fund from being in the red to having more than \$150 million today. Having a strong Strike and Defense Fund shows we have the resources to fight.

Both our General Fund assets and our Strike and Defense Fund are currently at the highest level ever under the Hoffa ad-





ministration. I take great pride in that fact. I'm proud that we use our union's finances to take on fights on behalf of our members and working families. We have the resources to strengthen collective bargaining, organize more workers, strike when it's necessary and launch actions against employers that operate in bad faith.

**The Teamsters Union has members in the United States, Canada and Puerto Rico, but you work with unions all over the world. Why?**

**HOFFA:** It's going to take an international effort to rein in global corporations. I recently attended meetings where dozens of labor leaders from around the world met to strategize about our campaigns at XPO Logistics and NEX. We appreciate the support of our brothers and sisters from across the globe.

**HALL:** The fight for workers' rights is a global fight. As more multinational corporations become dominant players in our Teamster core industries, we've been forced to fight on a global scale. When port drivers were facing a brutal anti-union attack by the Australian-based Toll Group, we worked with the Transport Workers Union in Australia, and we had shareholder actions to hold them accountable. Ultimately, we prevailed, winning an election and securing a strong first contract, including a Teamster pension for those drivers.

We did the same thing in our school bus campaign. We worked with Unite the Union in the UK to address worker rights, abuses, and safety issues at Durham. We also hosted British members of Parliament to come over here and asked the company why drivers in the U.S. should be treated worse than drivers in the UK.

**Now that the U.S. is out of the Trans-Pacific Partnership, what's next with respect to trade deals?**

**HOFFA:** We've been fighting bad trade deals for a long time,

and we'll continue fighting trade deals that leave American workers out in the cold. I'm encouraged that the Trans-Pacific Partnership—what we called NAFTA on steroids—is not a threat for the time being. Our union led the fight against that bad trade deal. We've been saying for years that we have to keep good jobs in America. Some politicians are finally starting to listen.

But we're not out of the woods. More trade deals will be coming up for votes and the Teamsters will fight them if they're bad for workers.

We're living in a different world than we were when NAFTA was first introduced. We have far more globalization and mega mergers. There are dark-money campaigns, so-called right-to-work laws and union-busting corporations to contend with. We have a responsibility to defend our hard-won benefits and make sure that our members can retire with dignity.

**What are the Teamsters doing to protect pensions?**

**HALL:** This has obviously been a huge issue over the last couple of years and we expect it to continue as long as Congress keeps kicking the can down the road with temporary fixes. There is still a long way to go in the fight to protect the retirement security of our members. What's at stake is the financial security of many retirees; not only those with pensions but those who depend on Social Security.

**HOFFA:** The time for comprehensive pension reform is now. Many workers and retirees worked decades contributing to their pensions, taking lower pay and benefits in return for the promise of retirement security. We must make sure the sacrifices workers made for promises about pensions are kept. Now more than ever, Congress must come together and create a bipartisan solution that protects their constituents who played by the rules and did everything they were supposed to do while supporting their families and contributing to our nation's well-being. They don't



## IIO Withdraws Hall Charges

**B**y letter dated Feb. 17, 2017, the Independent Investigations Officer (IIO) withdrew his Oct. 31, 2016 recommendation of charges against General Secretary-Treasurer Ken Hall. The IIO determined "that Mr. Hall did not play a personal role in the International Brotherhood of Teamsters' noncompliance ... with document requests."

"I said at the time that the charges were unjustified and ill-conceived," Hall said. "I appreciate the support that I've received from my brothers and sisters throughout the union and look forward to continuing our work together for the next five years."

deserve to be cast aside. Instead, they should be protected with a real fix that allows them to live their golden years with dignity.

**Is the union still involved in trying to get politicians to improve our nation's infrastructure?**

**HOFFA:** Yes, very much so. We unveiled our "Let's Get America Working" campaign to encourage all lawmakers to endorse a pro-worker platform. At the center of the campaign is a need for our country to invest in infrastructure. This will put thousands to work in construction jobs, it will improve our roads, bridges, ports and other infrastructure, which will help business and improve the economy. Meanwhile, the transportation system continues to crumble and the safety of those who work and travel along the vast network of U.S. roads and rails is being jeopardized. Our nation's failure to maintain and improve our infrastructure is costing Americans more and more.

Education is another important aspect of our "Let's Get America Working" campaign. Lawmakers need to remember that dollars invested in education, job training and supporting retirement for those who worked hard all their lives helps not only individuals, but our society as a whole. These are promises each generation in this country has made to the next and we can't forget it.

Both parties should stop playing self-serving games and work to rebuild the trust of Americans. Our government is by the people and for the people. If elected officials from both parties want to rebuild and repair the trust between government and workers, they need to reinvest in people that have and can continue to make this country great. Better pay will lead to more spending and improve workers' quality of life. That way everyone wins.

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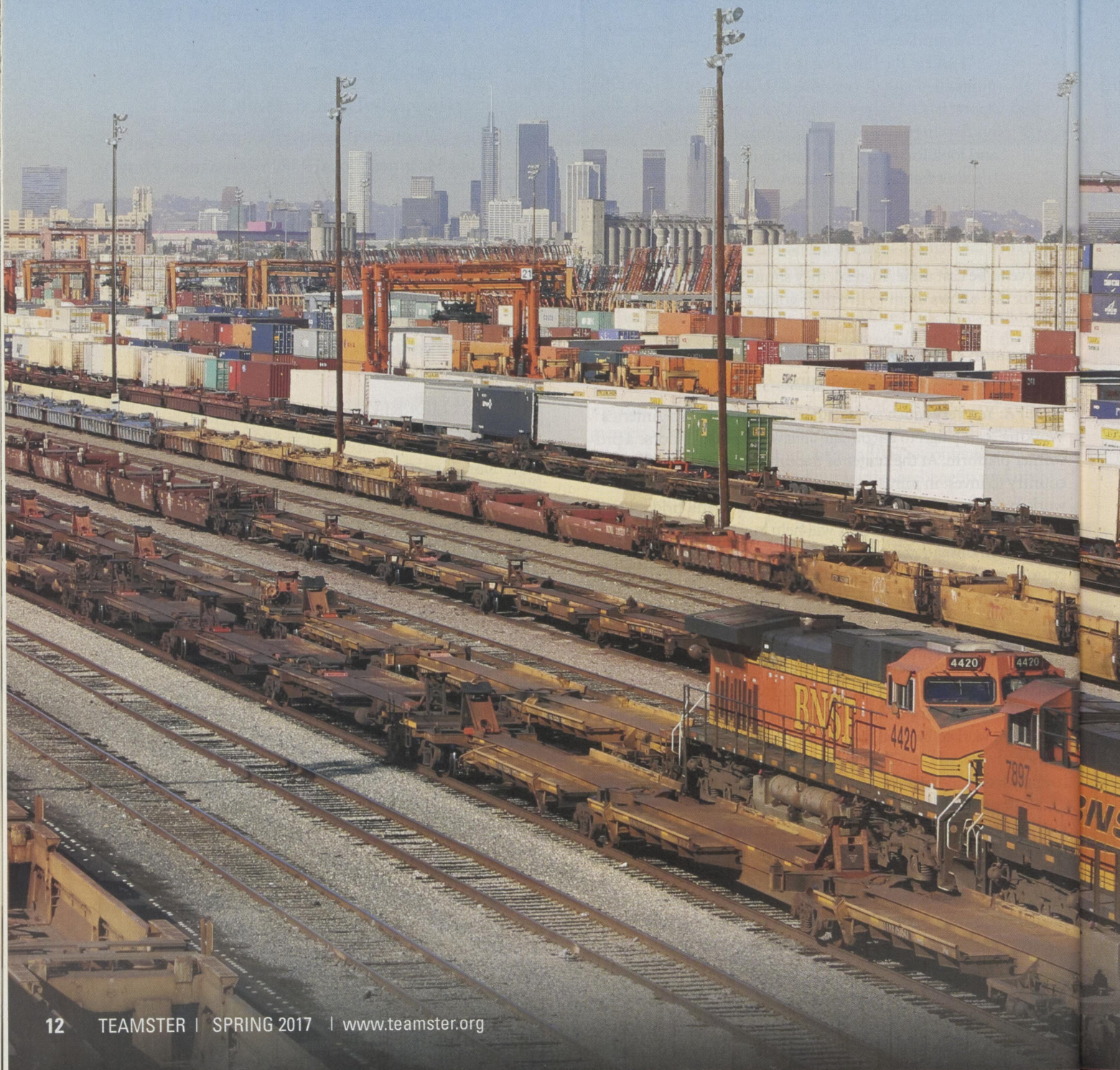
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# REAL VOICE, REAL POWER

**Workers at Parsec Vote Overwhelmingly to Form Their Union as Teamsters**







**A**fter years of not having a voice on the job or real union representation, Daniel Huerta said he and his co-workers took the bold step of forming their union as Teamsters and they are already seeing improvements.

For 17 years, Huerta has worked at Parsec, Inc., an intermodal rail transportation company in Commerce, Calif., as a groundman and driver. In November workers voted 455 to 193 to form their union with Local 986 in South El Monte. There are 777 workers in the unit, and they had been “represented” by a company-sponsored association, the National Production Workers Union (NPWU, Local 707).

“There were a lot of unfair conditions and favoritism and we had no say or representation under this so-called union,” Huerta said of the NPWU. “When our contract got violated, they would not protect us.”

Huerta knows two Local 986 members who told him positive things about the Teamsters, and he had contact with Teamster freight members who came into the Parsec yard to drive away shipping containers. So, he later approached the Teamsters about helping him and his co-workers.

### Worker Unity

“Management tried to spread lies about the Teamsters, but workers didn’t fall for them,” Huerta said. “You should see our glow now that we voted to form our union. Everyone is walking around with their heads held high. We now are part of a real union.”

Conditions have already improved, with some managers talking positively about the Teamsters.

“Some of the managers are my friends now,” Huerta said. “Some come and give me a hug and shake my hand. A lot of them told me we did the right thing by becoming Teamsters.”

The Parsec workers service the Burlington Northern Santa Fe (BNSF) railroad line in Commerce. The workers remove shipping containers from trains, stack up the containers in the terminal yard and then lift them onto tractor-trailer rigs, which then carry the containers to other locations.

“The Parsec workers play a critical role in the global logistics supply chain,” said Jim Hoffa, Teamsters General President. “For





## Intermodal Workers in Oakland Vote Teamsters YES!

**A**bout a month after Parsec workers near Los Angeles voted Teamsters Yes! workers at an intermodal rail transportation company in Oakland voted to form their union as members of Local 70. There are 21 workers in the bargaining unit.

The drivers, crane operators, groundmen and mechanics at Pac Rail Services voted unanimously to join Local 70. The workers service the Union Pacific Railroad at the Port of Oakland.

"For years the Pac Rail workers have seen how the Teamster-represented intermodal workers across the street who service the BNSF railroad were treated and compensated better," said Lou Marchetti, Business Agent for Local 70 in Oakland. "The Pac Rail workers have received substandard wages and benefits for far too long under an in-house association that did not represent their interests."

Leading up to the election, Local 70 was able to save many of the Pac Rail workers' jobs by filing Unfair Labor Practice charges against Pac Rail and NPWU 707, which was attempting to represent them by eliminating half of the workforce.

"We will work hard to negotiate a strong first contract for the workers and fight for fair wages and improved benefits," Marchetti said. "With the Parsec victory and now this win, we are restoring Teamster power in the intermodal rail transportation industry."

far too long, they have been denied a voice on the job and the ability to fight for fairness. That has changed now. They have voted to join the Teamsters and contract negotiations will begin soon. We will negotiate a strong first contract for these hardworking men and women."

Teamster members who work at UPS, YRC, ABF and UPS Freight and other companies, as well as Teamster rail members, played an instrumental role in the victory. Teamsters who visited the Parsec yard waved to the Parsec workers or honked their horns in support, and some Teamsters placed signs of support in their vehicles' windows.

### A Truly Local Union

In mid-December, Huerta and about 75 of his co-workers attended a meeting to update workers on contract negotiations and the next steps.

Francisco Garcia, a 17-year Parsec employee who is a driver, said the December meeting is just one more example of how the Teamsters represent workers and keep them notified.

"We've seen it from the beginning, the Teamsters talked straight with us," Garcia said. "I feel proud to be a Teamster. We've got the strongest union. We can feel the difference right away, including this meeting."

Chris Griswold, Local 986 Secretary-Treasurer and other local leaders were at the meeting, providing an update to the workers about legal issues, contract negotiations and representation issues.

"This victory is the tip of the spear. The campaign to organize at Parsec and other intermodal companies is going to get bigger and bigger," Griswold said. "We look forward to forming a negotiating committee made up of Parsec workers to address all the issues that are important to you."

Celso Diaz, a 22-year employee who is a crane operator and driver, said the Teamster difference is enormous.

"With the former union, there was no one to go to—they were miles away in Chicago," Diaz said. "We didn't even know we had a union."

Diaz attended the vote count in early November.

"I was there to see the count, a moment I wanted to see for years," Diaz said. "Finally we have a real union. I know where to go, to the local hall here, not a P.O. box in Chicago."

Diaz said he was tired of the lack of representation.

"I saw a lot of my co-workers get fired for no reason," Diaz said. "We had no one to fight for us."

### 'A First for Us'

Pablo Cabrera, a 16-year employee and crane operator, said seniority has not been respected and the company reduced the number of personal days from eight to six. Although the latter issue was changed back, workers felt there was no one in their corner, Cabrera said.

"Now, as Teamsters, we have a union hall," he said, looking around the Local 986 building. "This is a first for us."





Driver Leticia Gil, an 11-year employee, said attending a meeting with Teamsters in the local hall, near where she resides, is a far cry from what workers have experienced.

"Workers were kept in the dark, but now the sun's starting to come out," she said of the Teamsters' representation.

Gil's husband, Gonzalo Gil, a 16-year employee who's a driver and crane operator, said the couple's son, a mechanic at Parsec, was terminated by the company. However, Local 986 fought to get the son's job back. The mechanics voted to join the Teamsters in a separate election.

"I can feel there's going to be change," Gonzalo Gil said.

Gregory Robinson, a crane operator who has worked at Parsec for 17 years, said he and his co-workers are relieved to have strong representation now that they voted for the Teamsters.

"It's a blessing," he said. "There's so much joy to it. It takes the pressure off the workers and our families. We need the help. Now we've got someone who's fighting for us in our corner."

Roman Mendoza, a driver and 20-year employee, said he believes the overall conditions will improve, benefitting all workers.

"With the way things have been, we didn't have as much teamwork," he said. "As Teamsters, I think we're going to see more unity in the workplace."

### 'Part of a Family'

Rodrigo Pastrano, a driver and crane operator who's worked at Parsec for 17 years, said one example of the unfair working conditions is overtime. Employees have generally been working 20 hours of overtime a week, but if a driver says he cannot work overtime on a particular day, the worker faces management's wrath.

"We have families, so this issue is important to us," he said. "Sometimes we have to take a child to an appointment or watch

them after school."

Becoming a Teamster is not just about joining a union, Pastrano said.

"It's about becoming part of a family," he said. "The opportunity for all of us to have a local office, not in Chicago, where we can go and voice our opinions and concerns, while at the same time gathering and sharing our ideas on how to better our lives and our futures. We look forward to the representation that the union is internationally known for. We are all looking forward to becoming part of the Teamsters' Western pension fund, and to negotiate a contract that is fair and competitive."

In addition to ending the favoritism and fighting for a fairer workplace, many workers want to negotiate for a pension and better, more affordable health coverage.

Rogelio Gandara, a 21-year employee and stacker operator, said retirement is an important issue for him.

"I would like to negotiate to get a pension," he said. "The current 401(k) is just a savings plan. I would also like to see better benefits in general."

Margie Melendez, a 15-year employee and driver, said better health coverage and a lower cost to employees is very important to her.

"I have high co-pays so when my kids are sick, it can cost me a lot and I cannot always take both to the doctor right away," she said. "I have to figure out who I will take to the doctor first, who's more sick?" Melendez said.

Workers at Parsec have been hoping for better times for years.

"We're ready for real representation at Parsec in Commerce," said Pedro Ruiz, a crane operator and 16-year employee. "We've been waiting for this for a long, long time. There's no other union that will be able to stand up to the company."



# TEAMSTER POWER at XPO



Since XPO drivers in Aurora, Ill. formed their union as Teamsters, Jose Ramirez said he and his co-workers are getting treated with respect, something that has previously been missing in their work lives.

"The most significant difference since our win at Aurora has been the new level of respect for drivers, this was something we didn't have before," said Ramirez, who has worked at XPO and its predecessor, Con-way Freight, for about eight years. "Before, there was a lot of disrespect, aggression and even discrimination. We no longer fear that because we have legal representation. We are protected through our union."

The company has fired managers who mistreated workers, another victory for workers, Ramirez said.

"Managers responsible for harassment of any type have been terminated," Ramirez said. "Now we look forward to negotiating better wages, benefits and working conditions."

Ramirez and his co-workers at XPO in Aurora, near Chicago, voted to join Local 179 in mid-October. There are 74 workers in the bargaining unit. On the same day, 127 XPO warehouse workers in North Haven, Conn. also chose Teamster representation, voting to join Local 443. Then, less than a month later, 52 drivers at XPO in King of Prussia, Pa., near Philadelphia, voted to join Local 384. More organizing campaigns are under way.

"The campaigns at XPO Logistics continue to gain momentum as more and more workers stand together, strong and united, to improve their lives," said Jim

Hoffa, Teamsters General President. "We stand with them from coast to coast to help them form their union as Teamsters. It is great to see worker power growing at this company."

"The freight workers at XPO in Aurora and King of Prussia sent the company a message that 'enough is enough,'" said Ernie Soehl, Director of the Teamsters Freight Division. "The workers are tired of being mistreated and not having a say in their work lives."

"The XPO warehouse workers in North Haven no longer want to tolerate the poor treatment and low wages," said Steve Vairma, Director of the Teamsters Warehouse Division. "I look forward to helping XPO workers at other warehouses who are demanding drastic changes in the way XPO treats its valuable employees."



In addition to the freight and warehouse organizing victories, XPO port drivers are fighting the company scheme of misclassifying them as “independent contractors,” which illegally pushes the cost of doing business—fuel, insurance, maintenance, parking, lease payments and more—onto the backs of drivers.

The three organizing victories in less than a month helped propel the nationwide campaign where XPO workers are standing together and forming their union to win fairness and respect on the job. Bargaining with XPO is also taking place in Miami and legal battles are being fought in Laredo, Texas, and California, where earlier organizing victories took place.

### ‘My Voice Matters’

In yet another slap in the face to workers at XPO, the company recently announced that workers will pay more for health insurance while reducing coverage.

“This is all about us workers standing up to this corporate bully and demanding fair wages, affordable health insurance and an end to the mistreatment,” said Ted Furman, a warehouse employee in North Haven, Conn. “XPO’s CEO, Bradley Jacobs, had the audacity to come to our warehouse in a chauffeur-driven Cadillac and tell us we don’t need a union, and then he returned a couple days before the election and even on election day. Well, Mr. Jacobs, we are now proud Teamster members!”

Sergio Hruszko, an inspector at the XPO warehouse in North Haven, said the victory has lifted workers and given them a new, powerful energy.

“Being a Teamster means being a person, it means that my voice matters and those in power can never take it away,” he said. “Being a Teamster means fighting for those who may not know how to fight for themselves. But being a Teamster also means that we can hold those in power accountable. Respect is a two-way street and now our hard work will be recognized.”

XPO Logistics, based in Connecticut, is one of the world’s 10 largest providers of transportation and logistics services, serving more than 50,000 customers with more than 88,000 employees at 1,440 locations in 34 countries. It is the second-largest contract logistics provider in the world, and the second-largest less-than-truckload carrier in North America.



CEO and Chairman Bradley Jacobs has kept workers in the dark about changes since he bought Con-way, including past and future terminal closures, and Jacobs reneged on his promise to not sell its Truckload Division. Workers wonder if their jobs are in jeopardy in light of that sale and also since Jacobs has a track record of gutting companies and then selling for a huge profit. He has done this in the waste, oil and equipment-rental industries.

The XPO workers’ struggle in the United States is shared by XPO workers worldwide. In fact, unions representing tens of thousands of XPO workers in Europe sent numerous messages of support to the organizing workers in the United States.

“Our international union family is strong, we stand together and together we will change our world bit by bit,” wrote

K.Y. Reus from the FNV Transport and Logistiek Union in the Netherlands. “Together we will raise wages, create better labor conditions and all the other things we need to change to improve life for the XPO workers.”

In 2015, XPO purchased Con-way, Inc. for \$3 billion, and the former Con-way drivers have complained about an increasing level of mistreatment, stagnant wages, uncertainty and benefit-grabs by the company.

### Time For Change

“Our victory is important to all of us because we have seen how XPO operates since taking over Con-way Freight,” said Cliff Phillips, a driver in Aurora. “XPO has treated us unfairly. But now we will fight back as Teamsters!”



"This is a great day for us and we urge our co-workers across the country to stand bravely to win dignity, respect and fairness by banding together," said Bill Strouse, a road driver and 23-year employee in King of Prussia. "We need to have a voice on the job so that management will listen to our concerns."

Nilaja Abraham, a quality control inspector at the North Haven warehouse, said she feels great about being a Teamster, knowing someone is watching out for her best interests.

"If you have a payroll problem or if you need to have your rights defended, there is someone to help you," said Abraham, an

11-year employee.

Abraham said many of the warehouse employees are immigrants who are not familiar with workers' rights in the United States. So a big benefit of the organizing campaign is that workers got educated about their rights, she said.

"Many of us learned what rights we do have," she said. "We are underpaid and emotionally stressed, so knowing our rights is very helpful."

"For example, we learned that we can have a union representative present when we are called into a manager's office," she said, referring to the Weingarten Rights, which allow employees the right to union

representation at investigatory interviews.

"We don't have to go by ourselves, we are not alone anymore," she said. "We also will gain more benefits and rights when we negotiate a contract."

Ray Walker, a driver in King of Prussia, said the campaign brought co-workers together as they learned about the union.

"We gained a lot of respect for each other," said Walker, a 24-year employee.

Walker agreed that conditions under XPO have deteriorated.

"It was time for a change, we were no longer working for a trucking company that cared for us," Walker said. "We decided to take control of our futures."

## LOCAL UNIONS CONTINUE TO PLAY KEY ROLE

**T**eamster local unions and members continue to play a pivotal role in the XPO workers' efforts to form their union as Teamsters.

In 2016, the union coordinated six "National Days of Leafleting" at XPO freight terminals across the country. Scores of local unions and hundreds of Teamster members from YRC, ABE, UPS Freight and other companies have participated. They were able to reach thousands of XPO freight drivers outside the terminal gates. Many of these contacts have energized the national campaign and given it momentum.

"This campaign at XPO will be taking place for a very long time, so the support and participation from all the local unions and members has been instrumental to the campaign now and in the future," said Ernie Soehl, Director of the Teamsters Freight Division.

During national leafleting in June, XPO/Con-way workers were outraged to learn that company CEO Bradley Jacobs received a 481-percent raise in compensation over the past two years.

Jacobs went from making under \$1 million per year to \$5.8 million in total compensation per year. Jacobs is known as a buyer and seller of companies and has done similar transactions in oil, solid waste and equipment rentals.

XPO/Con-way workers are having terminals closed, are forced to stay home as their hours are cut, are seeing more and more outsourced runs, not getting overtime, have high-cost, low-coverage health care and no retirement security, while their new owner gets a 481-percent bump in pay.



The Teamsters are making history, with organizing, first-ever national days of action, nationwide engagement and interaction with the workers and the bargaining process that's under way at locations that organized earlier in the campaign. The union has also filed unfair labor practices charges, is involved with federal court cases, is building nationwide activist committees, is conducting freight member organizing trainings, launching shareholder resolutions and other ongoing steps.

For more information about the XPO campaign, visit [www.Teamster.org/Exposed](http://www.Teamster.org/Exposed) or on Facebook: XPO Exposed.





## Improving Conditions

Since workers launched their campaign, Walker said conditions have improved somewhat.

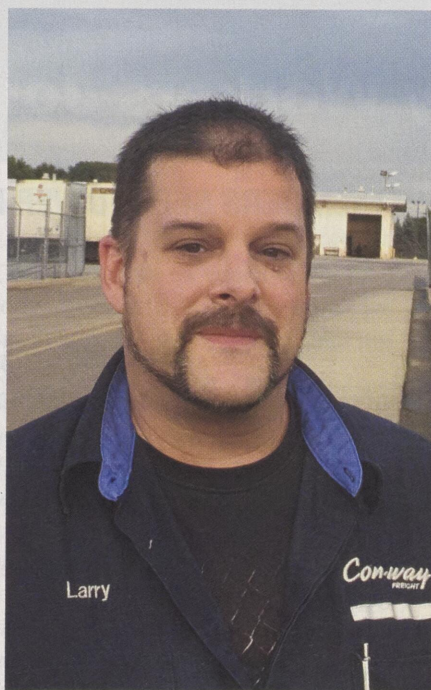
"Since we petitioned for our election, we have gained some respect from management," he said. "The number one thing for me is respect. I'm 52. I've probably got 10 more years working at the company."

Walker said wages have also stagnated at XPO and benefits have been slashed, including health care coverage, where deductibles have soared. Costs keep rising for workers, putting pressure on families, he said. The company also is capping vacation time for future employees, he said.

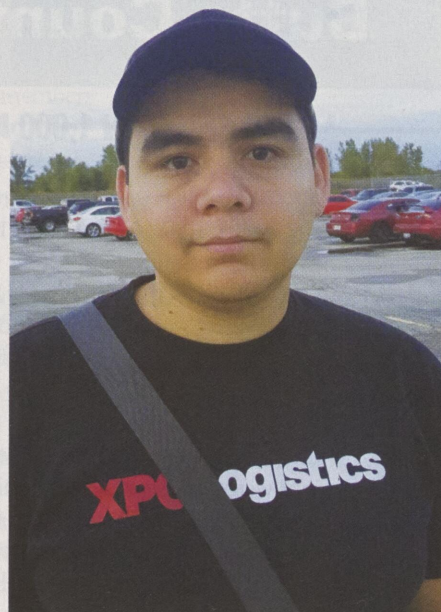
The victory will give workers a say in the issues that matter to them most, Walker said. It is also important for him personally.

"For me, this victory is everything," Walker said. "My dad was a Teamster. Growing up, I was always proud of what my dad did and the lifestyle we were able to have. I am thrilled that we finally have a voice as Teamsters."

While the victories were monumental for the workers, they were only possible through hard work and much energy.



"This campaign in Aurora wasn't easy, it took two years to get it to an election," Ramirez said. "We knew the first year we weren't strong enough but we kept pushing and weathered the storm from management with all its harassment, intimidation and union busters."



The workers refused to give up or surrender, he said.

"As hard as management fought us, we fought even harder for our families' futures," Ramirez said. "There is no reward without risk and I can truly say it was worth it. It feels great to be a Teamster!"





# Butte County Workers Join Teamsters

**MORE THAN 1,000 NEW MEMBERS SEEK LOWER HEALTH CARE COSTS**

Public services workers in Butte County, Calif., joined Local 137 in Redding, Calif.

Workers in the social services and general services units, more than 1,000 people, voted to join the union in December.

The new members sought a union because conditions at their jobs were going steadily downhill.

"Our health care costs were spiraling out of control. Our premiums had spiked and the additional expenses were hurting myself and my family financially. The Teamsters will work hard at the bargaining table to win the benefits we deserve," said Debbie Chamberlain, a 10-year Social Services Aide at Butte County.

"I am so happy we are joining the Teamsters today," Chamberlain said.

### Teamster Strength

"With this win in Butte County, we now have over 41,000 public services members represented by the Teamsters in California alone," said Jim Hoffa, Teamsters General President.

"In county and city administrations, as well as institutions of higher learning and medical centers, Teamster strength continues to grow while bringing the power of our 1.4 million members to improving the lives of hardworking men and women," Hoffa said.

The new members from Butte

County chose Local 137 because of their years of experience negotiating excellent contracts for large groups of public workers.

"We're really excited to work with this group," said Dave Hawley, President of Local 137. "These workers chose the Teamsters because they know we'll fight tooth and nail for better wages and increased benefits. We'll be responsive to their concerns in the workplace and will negotiate to clarify on-the-job work rules."

Butte County workers serve the public throughout the county. They provide essential public health services and maintain critical public infrastructure.



## LOCAL 523

### Coca-Cola

Justin Snow was born and raised in Oklahoma and has worked for Coca-Cola for the last four years. In his time with Coke, Snow said things gradually became unbearable. In late December, Snow and his co-workers voted to join Local 523.

"Management was firing people, changing schedules... something had to be done," Snow said. "I had always heard the Teamsters was a good outfit. I know some ABF guys who really speak highly of the Teamsters Union."

The warehouse that was organized is in Okmulgee, Okla. Gary Ketchum, President of Local 523 in Tulsa, said other unions had tried to organize the bargaining unit in the past but were unsuccessful.

"I wanted to take a shot at it because these workers needed a union," Ketchum said. "What resonated with me during this campaign was how much they truly just wanted a voice on the job. They know they're underpaid compared to other drivers in the company and their benefit package isn't what it should be. They weren't being treated fairly."

## LOCAL 637

### Republic Services

Drivers, operators, mechanics, billing coordinators and scale-house clerks who work for Republic Services at the Pine Grove Landfill in Amanda, Ohio, voted to join Local 637 recently. The 16-worker unit reached out to the Teamsters Union seeking a strong voice to address their workplace concerns.

According to Bryce Anderson, a Republic driver and former member of Local 284 in

Columbus, the most important issue for the workers was job security.

"I had been a Teamster before, and I knew the value of working under a union contract. After watching things decline at Republic the past two years, my co-workers and I decided it was time to win the safety and security of Teamster representation," Anderson said.

## LOCAL 326

### Prince Minerals

Workers at Prince Minerals near the Port of Wilmington, Del. voted recently to join Local 326. There are 21 workers in the bargaining unit.

"The guys worked really hard to form their union over the past four months and we look forward to negotiating a strong first contract for them," said Joe Smith, President of Local 326 in New Castle, Del.

"The workers are seeking fair wages, improved benefits, a voice on the job, fair work rules and they want to be treated with respect," Smith said.

## LOCAL 439

### French Camp-McKinley Fire Protection District

A group of 17 firefighters and administrative assistants from a fire district near Stockton, Calif. have joined Local 439.

The battalion chiefs, captains, lieutenants, engineer lieutenants, firefighters and administrative assistants work for the French Camp-McKinley Fire Protection District. The workers sought to join Local 439, and the local was recognized as representative by the state Public Employment Relations Board in late September.

"We will help negotiate a

strong contract for these hard-working men and women," said Ken Guertin, Secretary-Treasurer of Local 439 in Stockton. "As public employees, they deserve to know the community has their backs."

## LOCAL 313

### First Student

In late 2016, drivers and monitors at First Student in Steilacoom, Wash. voted unanimously to join the Teamsters. The 21 drivers and monitors in the bargaining unit will become members of Local 313.

The workers filed for the union election with the National Labor Relations Board on Sept. 20, 2016 and the results were certified on Oct. 12, 2016. The drivers and monitors will immediately be entitled to reap the benefits of the existing, industry-leading, First Student National Master Agreement.

"Organizing is the lifeblood of our union and we're thrilled to welcome these new members to the brotherhood," said John Emrick, Secretary-Treasurer of Local 313.

## LOCAL 1932

### San Bernardino County Preschool Services

Preschool teachers, aides, custodians and support staff working in the San Bernardino County Preschool Services Department recently joined Local 1932. The local union filed for recognition on behalf of the 503 workers in November and San Bernardino County Human Resources recognized the Teamsters as having the majority on November 7.

"We look forward to having these dedicated school workers as part of Local 1932," said Randy Korgan, General Man-

ager/Secretary-Treasurer of Local 1932. "Our organizers have spent long hours with the workers to bring this unit, the largest public employee unit in the county not yet represented by the union, into our Teamster family."

Toi Waddles, a preschool teacher at Fontana Citrus Head Start, said, "My mom has been in a union since I was one year old. I grew up seeing the difference the union made in our lives. I have told my co-workers that being part of the Teamsters will change our lives for the better."

## LOCAL 1205

### New School

Financial aid advisors, student success advisors, lab supervisors, program administrators and IT support staff at the New School voted on Nov. 30 to join Local 1205. There are 123 members in the bargaining unit. Local 1205 in Farmingdale, N.Y., already represents a bargaining unit of approximately 130 members at the progressive university for designers, architects, activists, musicians and others.

"We had a big advantage going into this election because many of these workers had already been Teamsters," said Dan DeCrotie, President of Local 1205. "They had worked in the bargaining unit we currently represent and knew we could help address some of the issues they'd been having with an expensive health care plan, safety concerns and forced overtime."

"I'm so glad that the Teamsters will be growing their power at our workplace," said Henry Drobbin, lead organizer for the campaign and an 11-year senior office administrator at the New School.



*Lights, Camera...*

**TEAMSTER**



**WOMEN**  
*in ACTION!*



## **1,300 WOMEN SHOW THEIR TEAMSTER STAR POWER**

**H**ollywood, Calif., was the set of the 2016 Teamsters Women's Conference, where more than 1,300 Teamsters gathered recently in solidarity and sisterhood.

Hollywood is known around the world for fame and fortune, glitz and glamor. It's a place where dreams of stardom can come true.

But for three days, the spotlight was on Teamsters seeking to expand the American Dream for working people.

Rank-and-file members, staff, and officers from Teamster locals and Joint Councils across North America, came to the 16th annual conference for education and empowerment. Noted speakers provided information and inspiration, while 33 different workshops were offered to provide knowledge and skills to best represent the Teamster membership.

"Today, we have over a thousand dedicated and unstoppable women here. These Teamster leading ladies are here to learn, grow, share ideas and strengthen the union we love so much," said Becky Strzechowski, Director of the Teamsters Women's Conference.

Jim Hoffa, Teamsters General President, commended the conference participants on their enthusiasm and commitment, and called on them to lead the way.

"Our union is strong. You are the best organizers out there, just by word of mouth, and by talking about the rights you have as union members," Hoffa said.

"It's great to be in a room full of people who know how to get the job done, and that's Teamster women," said Ken Hall, Teamsters General Secretary-Treasurer.

The conference was hosted by Joint Council 42 and the Joint Council 42 Women's Conference Planning Committee.

"On behalf of 23 local unions and 160,000 members in our Joint Council, I welcome you to L.A.," said Randy Cammack, President of Joint Council 42.

### **Opening Lines**

"Lights, Camera...Teamster Women in Action!" was the theme of this year's conference and it reflects the active role that Teamster women play in their union, as well as in community and family life.

"Teamster Women in Action' means supporting our membership, hearing the call, getting together, rallying and solving problems together. This Women's Conference is important to me because it helps us remember we are a family, and when we get together and unify, we are even stronger," said Sandra Marrero-Alvarez, a UPS sorter and 16-year member of Local 396 in Covina, Calif.

By Marrero-Alvarez's side was fellow Jane Altovar, a 20-year Teamster attending her first Women's Conference.

"Two years ago, it was a long struggle for me. I didn't think I'd come back because I was battling cancer. I'm happy and blessed to be here and make it to my 20 years, with the Teamsters behind me through it all. I'm excited to learn new things and looking forward to just being here," Altovar said.

"I feel amazing being at the Women's Conference. This is a great opportunity to get empowered and gain knowledge to represent our members. I'm very excited about it," said





Emma Valdovinos, a business agent with Local 743 in Chicago.

## Big Picture

The conference participants showed their Teamster pride, many donning colorful shirts featuring their local union numbers. Even non-Teamsters were dressed for the role. Los Angeles Mayor Eric Garcetti addressed the crowd while proudly wearing a Teamster jacket.

"I believe in your mission, your progress and I believe in the sisters of the Teamsters," Garcetti said to applause. "I embrace the title of feminist. If you're not thinking about the impact of gender today, you are not a leader."

"Women need to be at the table. We need your voice—women's voice, in the workplace, in the union and in politics," said California Assemblywoman Lorena Gonzalez, a former labor organizer and Teamster.

Teamster Katie Langenstrass was recognized for using her voice to build a stronger Teamsters Union. Langenstrass, the Executive Director of Local 1699, was named the recipient of the 2016 Barbara Liddy Teamster Woman Activist Award.

Langenstrass was instrumental in leading the affiliation of the

independent United Nurses of Children's Hospital (UNOCH) with the Teamsters in April 2016. Local 1699 members include the more than 1,700 pediatric nurses and technicians at Rady Children's Hospital in San Diego.

Cammack presented the award to Langenstrass, who along with her co-workers, he said, "are a special group of folks that dedicate their lives to helping children."

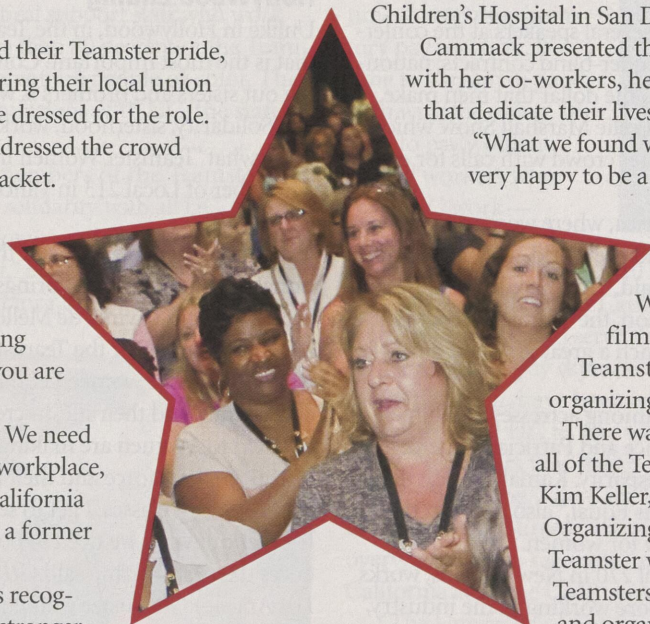
"What we found with the affiliation is a family, and I'm very happy to be a part of that," Langenstrass said.

Teamster women from all types of jobs and industries were represented at the conference. Whether it's working on the set of films or operating a cement truck, Teamster women are organized and organizing other workers.

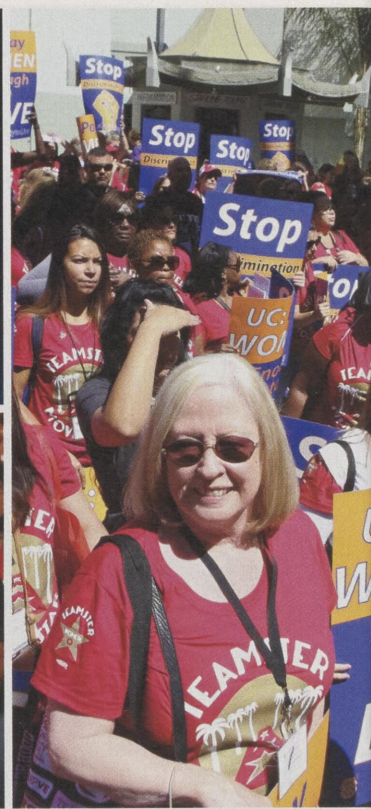
There was hardly enough room on stage for all of the Teamster women organizers, led by Kim Keller, Deputy Director of the Teamsters Organizing Department. More than a dozen Teamster women organizers spoke about how Teamsters are building strength for workers and organizing in the school bus industry, at FedEx Freight, XPO Logistics, US Foods, the

waste and recycling industry and more.

Teamsters are also taking action in their communities and helping fellow union members. Through generous donations, the







Samuel Gompers Middle School in Los Angeles received more than \$2,266 and school supplies at the conference. The collection was coordinated by the International Teamsters Women's Caucus. Conference attendees also raised \$15,000 to support members of the Electrical Trades Union in Australia on strike at SABMiller.

### Leading Ladies

Equal pay was a topic brought up by several speakers at the conference. While Teamster women have gender-blind contracts, nationally women still make only 79 cents to the dollar that men make.

Leslie Marshall, radio host of the Leslie Marshall Show which airs nationwide, energized the Teamster crowd with calls for equal pay for women.

"This is the United States of America, where women are supposed to be more progressive and lead the world, and that should be the same with money," Marshall said. "You have something not all women have. You have a great union, the Teamsters, backing you. I'm honored to be here before such a great group of hard-working women."

Equal pay has been a vocal topic among actresses in Hollywood, with stars like Jennifer Lawrence and Patricia Arquette speaking up to end the gender pay disparity. Kamala Lopez, director of the documentary "Equal Means Equal," also spoke at the conference on equal pay and equality for women.

Zandra Batiste, a member of Local 270 in New Orleans, works as a driver in the movie industry. Before working in the industry, Batiste was a school bus driver and organized with her co-workers to join the Teamsters.

"A good thing about being a union member is that we women are paid equally. I love being here. It's educational and gets members together," Batiste said.

Jacqueline Bisset, an award-winning actress, spoke about her long career in Hollywood, made possible in part by the Teamsters.

"I've had a 50-year career, and want to thank so many Teamsters for looking out for me. You smooth out the process of making films," Bisset said.

### Hollywood Ending

Unlike in Hollywood, in the Teamsters, it's the supporting role that is the most important. Conference attendees agree that helping out sisters and brothers is what being a Teamster is all about.

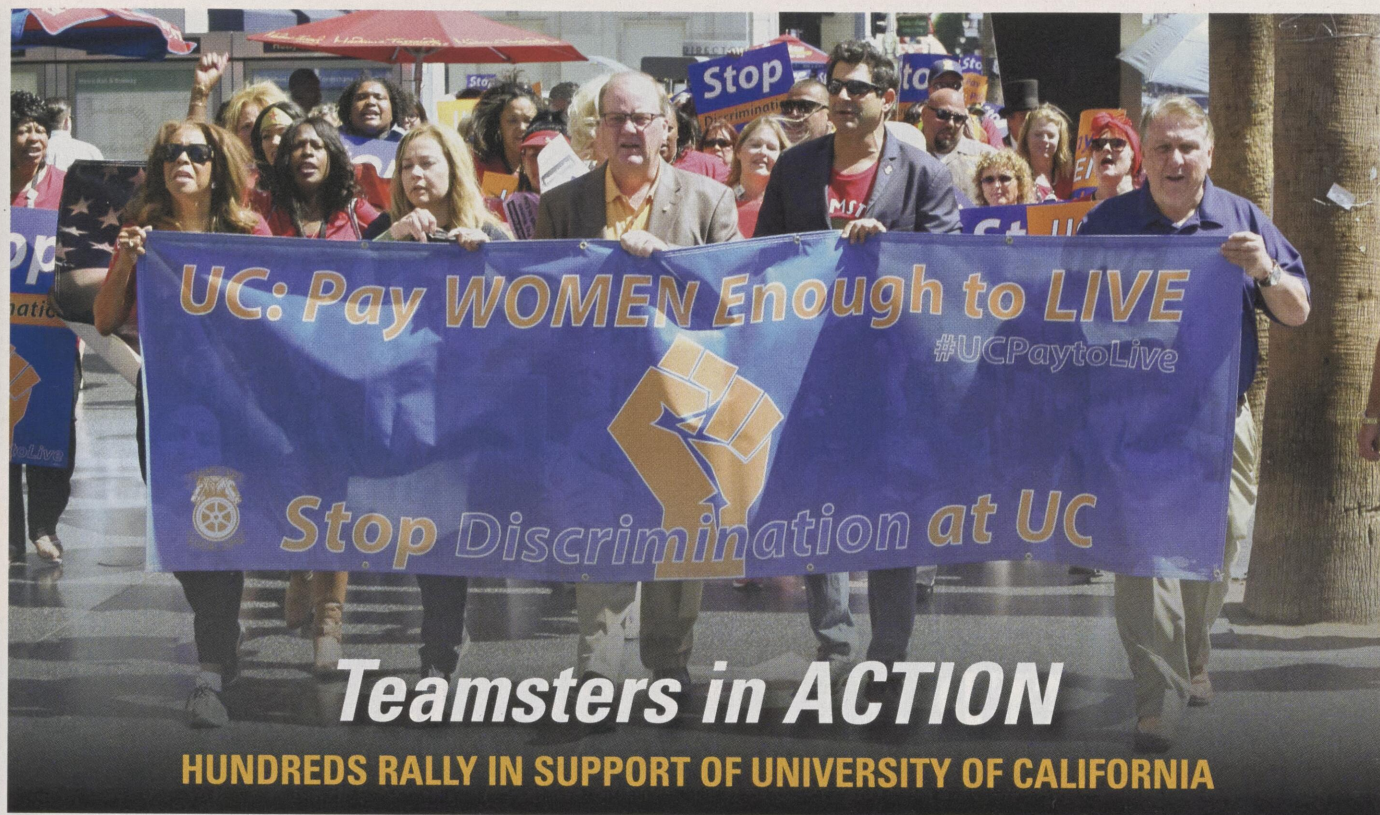
"Solidarity, sisterhood, working together and keeping strong—that's what 'Teamster Women in Action' means," said Hilda Koene, a member of Local 213 in Vancouver, B.C., Canada, who works in Ready Mix.

"This conference is one of the most invigorating and educational experiences, and it brings to me the enthusiasm of being a Teamster," said Lavinia de Mello, from Joint Council 52 in Canada, a board member for the Teamsters Ontario Women's Caucus. "It's wonderful to see women get more involved in their unions, the community and their life, in creating a life as opposed to being dictated to. Women are making decisions about how things happen in the workforce and their lives."

"We've got classes, I get to see my sisters from all over and we learn about what we need to be doing to make our work experiences the best we can," said Genoa Peak, a member of Local 848 in Los Angeles. "Teamster women are always in action. We take care of families, work and do it all!"

"The more people that can come to the conferences means we just learn that much more; we can learn from the speakers and the classes and the camaraderie that we have together," Marrero-Alvarez said. "Teamster women all the way!"





A sea of Teamsters marched down Hollywood Boulevard during the 2016 Teamsters Women's Conference in support of University of California (UC) Teamsters seeking a fair contract.

Hundreds of Teamsters were joined by Teamsters General President Jim Hoffa and General Secretary-Treasurer Ken Hall on the march, which led to a rally outside the famous TCL Chinese Theatre.

Local 1010 represents 14,000 critical support staff who work at the UC campuses statewide. More than 80 percent of the Teamsters are women, and about 63 percent are people of color. The union is currently in contract negotiations with UC, the state's third-largest employer.

"On behalf of the 1.4 million members of the Teamsters Union, I am proud to stand here in solidarity with all UC Teamsters. The Teamsters will not back down until the University of California delivers on a fair contract," Hoffa said.

"The Teamsters Union will stand for nothing less than a con-

tract that honors the work of UC Teamsters," Hall said.

"Today, Teamster women delivered a clear message to the University of California: it's time to stop discriminatory pay practices. It's time to bargain in good faith with the union. It's time to pay women—and all workers who make UC work—enough to live!" said

Jason Rabinowitz, Local 1010 Secretary-Treasurer.

Local 1010 President Catherine Cobb said the university has failed in its mission to serve the public.

"As executive pay skyrockets, the UC support staff, who are mainly women, have been left behind. Teamster women: stand united and tell UC to pay women enough to live!" Cobb said.

UC Teamsters Lou Ilagan and Ruth Lopez spoke at the rally. "We are not alone. There are 14,000 UC Teamsters and hundreds of thousands of union sisters and brothers standing with us. It's overwhelming to see such support," said Ilagan, a University of California at Irvine CME coordinator.

"The University of California should not be creating a culture where women cannot make ends meet. It is ironic that I work with a major university whose mission is to serve the public, yet it fails to serve those who make the university great," said Lopez, a financial counselor with UCSD Health Systems.







**M**echanics at United Airlines stations across the nation ratified a National Joint Collective Bargaining Agreement with the company after more than three years of negotiations.

More than 9,000 mechanics in the bargaining unit will see their compensation move to the top of the industry, marked improvements in leave and a unique industry reset, which will put the mechanics' package 2 percent above the highest compensation in the industry every two years. Teamster members will also receive a signing bonus worth tens of thousands of dollars.

"This is a landmark agreement for the Teamsters," said Jim Hoffa, Teamsters General President. "From the very beginning of the aviation industry, the Teamsters have been raising standards for workers. As a union, we've taken another step up."

"This contract represents the largest contract for a mechanic group in airline industry history," said Capt. David Bourne, Director of the Teamsters Airline Division. "It is a package worth a collective \$1.7 bil-



lion in improvements in compensation and benefits over the current agreement. I've always said proudly that Teamster contracts are the strongest in the industry and this contract is one of our strongest ever.

I'd like to thank International Representatives Clacy Griswold, Bob Fisher and Capt. Paul Alves and the entire negotiating committee for their hard work on this contract."





## Unity

Earlier in 2016, the company made an offer to the union that contained several provisions that were unacceptable to union officials and rank-and-file members. On Feb. 16, hundreds of Teamsters around the country began informational pickets and job actions at maintenance bases around the country, including key facilities in San Francisco, Orlando and Houston.

Demonstrating their power, the protests

escalated two weeks later, expanding to airports in New York, Los Angeles, Cleveland, Newark and the Washington, D.C. area. During these protests, the mechanics engaged directly with United customers to inform travelers about their fight for a fair contract.

These protests continued for several months, with a large protest in New York City at an airline investor conference, and expanded to events where United is a cor-

porate sponsor, including PGA Tour golf tournaments.

## Counter-Proposal

During this time, the negotiating committee was crafting a counter-proposal that would address the union's concerns and the mechanics' actions brought the company back to the table with the National Mediation Board (NMB).

Following several summer sessions, an agreement-in-principle was reached on Aug. 12 that outlined the economic scale of the contract.

The two parties went back to the table for several weeks to iron out the details of several articles. A tentative agreement was reached on Sept. 28 at the offices of the NMB. The entirety of the contract language was finalized on Oct. 8 and was shared with the membership electronically.

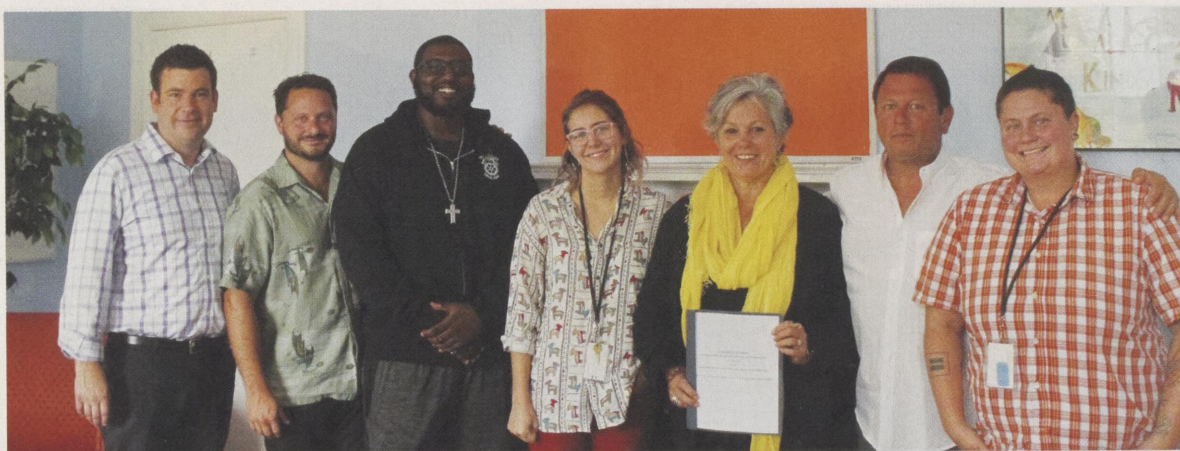
Airline Division officials and negotiating committee members went to every United station in the United States, including Guam, to answer questions from members about the improvements in wages, benefits and specifics in the contract language.

Voting took place from Nov. 14 through Dec. 5 via telephone and internet balloting. More than 87 percent of eligible voting mechanics participated in the election, reflective of the high level of engagement that Teamster members invest in their workplaces, their unions and their civic lives.

"This contract was possible because of the solidarity we demonstrated shift-to-shift and station-to-station," said Joseph Prisco, a 27-year mechanic at United Airlines and a member of the United Airlines negotiating committee. "As mechanics, we're taught to work as a team to accomplish the important goal of aircraft safety. Using that same team concept, we stuck together with professionalism, solidarity and purpose to get an industry-leading contract."

The agreement took effect upon its ratification on Dec. 5 and will run for six years.





# LEADING EDGE

*Teamsters at San Francisco Nonprofit for Kids Ratify Strong Agreement*



**T**hirty-six pages of paper are what Tim Jenkins, business agent with Local 856 in San Bruno, Calif., refers to as “my dream contract.” The workers who ratified the contract at San Francisco’s Edgewood Center for Children and Families agree.

The difference that a year can make is evident.

When the members at Edgewood who work with some of the most emotionally challenged children in the Bay Area decided to organize, they were met with strong resistance from their anti-union, anti-worker management. They persevered and joined the Teamsters in May 2015.

When negotiations for a contract began, the agency had a new CEO and leadership, and the tone took a dramatic shift. Management, Local 856 and the

workers’ bargaining committee worked proactively to put together a strong first contract for the 140 members.

The three-year agreement includes an immediate average wage increase of 15 percent; a fair and transparent wage scale, with benefits; a clear path to promotions; tuition reimbursement; education incentives; enhanced trainings and more.

The agreement is written in plain language, so that anyone, not just a lawyer, can understand it.

“These Teamsters who care for the most vulnerable members of our community now have a real voice on the job, incentive to create a career at Edgewood and the ability to advocate for their clients without fear,” said Peter Finn, Secretary-Treasurer of Local 856.

## Kid Care

Edgewood is what’s referred to as a “Level 14” treatment center, dealing with the highest level of psychologically and emotionally challenged children in the state. The facility includes schools and residential cottages, as well as hospital, crisis and community-based programs.

“We were at the bargaining table and one of the workers started talking about getting bitten by a kid and having a scar. At one point, all the bargaining team members showed me the scars on their bodies, and I realized that they love these kids, take care of them and get up every day and do it again, even with these scars,” Jenkins said. “It’s an intense place to work and the people that do it are amazing.”



EDGEWOOD



Mahalia LeClerc works in Therapeutic Behavioral Services at Edgewood and is committed to her chosen profession of helping children in need.

"We have a really high success rate in behavioral coaching for children with severe behavior," LeClerc said.

"Kids need consistency, and when you're working with kids in a high-stress situation, we have to be what we call a 'solid object'; we have to be calm. When you're tired, haven't slept, and worked 14 hours without a break, you're not going to manage as well. I've seen big changes, not just to our pay, but to the commitment to getting us our breaks, training and self-care," she said.

"I see a humongous difference, and the

kids notice it, too. We're firing on all cylinders and the kids have a safer and more fun environment," said Pierre King, a two-year Edgewood worker and Local 856 member.

### Working Together

King said the contract negotiations were productive and that "every single thing" is spelled out in the agreement.

"Everyone at the table was committed to making a better working environment for the longevity of the program and to bring the turnover rate down," King said. "I have members come to me and say how grateful they are that this contract was ratified."

LeClerc said she reads all the time about

treatment facilities closing because they are underfunded so they provide low wages and are understaffed. The children end up dispersed, with families and caretakers desperately seeking help for their children with special needs.

This could have been the fate of Edgewood. Instead, the union and Edgewood management worked together to lobby the San Francisco Board of Supervisors, obtaining a needed \$400,000 budget increase from the city to continue operations.

"The Teamsters are a large union with a lot of political power, and it's helped to increase funding and put mental health on local politicians' radar, since mental health is such an important topic," LeClerc said.



## ELECTION SUPERVISOR'S REPORT NO 11 – REPORT TO IBT MEMBERS ON THE CERTIFIED RESULTS OF THE 2016 INTERNATIONAL OFFICER ELECTION

On February 16, 2017, the Election Supervisor certified the election results for all IBT International Officer positions. These members will be the IBT's duly elected International Officers for the constitutional term that begins in March, 2017.

The IBT Constitution's process for electing International Officers provides all members of the Union with the opportunity to participate in choosing the Union's leadership. Local unions nominate and elect delegates to the International Convention – "the supreme governing authority of the International Union" – and, in 2016, 467 local unions sent 1,601 delegates to the Convention.

At the 29th International Convention, candidate nominations resulted in contested elections for the positions of: General President; General Secretary-Treasurer; IBT At-Large Vice-President (seven seats); Eastern Region Vice-President (three seats); Central Region Vice-President (four seats); Southern Region Vice-President (two seats); and International Trustee (three seats). Nomination to the union-wide secret ballot required a candidate to win at least five percent of the delegate votes cast (also by secret ballot) in the nominating process. Only delegates elected by local unions under the 2016 Election Rules and accredited by the Office of the Election Supervisor (OES) were allowed to participate in the nomination, seconding and secret ballot voting on nominations.

### I. International Officer Positions Contested in the Union-Wide Secret Ballot Vote of IBT Members

All contested International Officer positions are put to a secret ballot vote of the Union members. OES mailed 1,365,933 secret ballot packages to IBT members in the United States of America, Puerto Rico, and Canada who were on the Union's active roster as of October 6, 2016. As of the November 14, 2016 ballot return deadline date, the number of business reply ballot envelopes reported received by the U.S. Postal Service and Canada Post totaled 211,635. This represents approximately a 15% decrease from the number of business reply ballot envelopes received in the 2011 International Officer election.

The ballot count for contested International Officer positions took place from November 14 through November 18, 2016, in Alexandria, Virginia. All aspects of the ballot count were conducted by OES staff in the presence of Union-member candidate observers. At the start of the count for each local union, the outside of each ballot return ballot envelope was checked to determine the member's eligibility to vote; envelopes returned from eligible members were opened, and the ballot security sleeves were extracted and separated from the outer envelope to assure the secrecy of each member's vote. Results were provided to observers at the ballot count as each local union count was completed, and cumulative totals were released daily and posted at [www.ibtvote.org](http://www.ibtvote.org). At the conclusion of the count of unchallenged ballots on November 17, 2016, the number of challenged ballots exceeded the narrowest winning margin for a contested office.<sup>1</sup> Challenged ballots were resolved, in the presence of candidate observers, on November 18, 2016, until the narrowest winning margin for a contested office exceeded the number of challenged ballots still unresolved. The final tabulation of votes was announced on November 18, 2016. Results reported by each local are published on the pages that follow.

The following candidates are certified as elected to the identified IBT International Union offices. The candidates certified as elected to IBT At-Large Vice-President positions are ranked in order according to the number of votes received.

OFFICE	NAME
General President	James P. Hoffa
General Secretary-Treasurer	Ken Hall
IBT At-Large Vice President	John F. Murphy
	Greg Floyd
	Fred Simpson
	George Miranda
	Fred Potter
	George Tedeschi
	Steve Vairma
Eastern Region Vice-President	Sean M. O'Brien
	Bill Hamilton
	Dan Kane, Sr.
Central Region Vice-President	Tony Jones
	Bill Frisky
	Bob Kopystynsky
	Avral Thompson
Southern Region Vice-President	Kimberly Schultz
	John Palmer
International Trustee	Kevin D. Moore
	Denis Taylor
	Jim Kabell

Until this election, in all the Union-wide secret-ballot votes for International Officers since 1991, the union-member vote has elected all candidates from one slate to all the open positions.<sup>2</sup> In the 2016 International Officer election, the member secret ballot vote elected candidates from the two competing slates to the General Executive Board. Candidates elected to the positions of General President, General Secretary-Treasurer, At-Large Vice-President, Eastern Region Vice-President, and International Trustee had joined together as members of Hoffa-Hall 2016. Candidates elected to the positions of Central Region Vice-President and Southern Region Vice-President had joined together as members of Fred Zuckerman Teamsters United.

### II. International Officer Elections Deemed Complete at the 29th International Convention

The floor nominations at the 29th International Convention for the positions of Vice-President for the West and Canada regions ultimately did not result in a number of candidates that exceeded the seats to be filled. Accordingly, the following members were nominated and then declared duly elected to office on July 1, 2016, the last day of the IBT's 29th International Convention. Their election is now certified.

OFFICE	NAME
Western Region Vice-President	Ron Herrera
	Rome Aloise
	Richard E. Middleton
Teamsters Canada IBT Vice-President	Francois Laporte
	Stan Hennessy
	Craig McInnes

The Washington D.C. Office of the Election Supervisor is closed. Inquiries may be directed to the Election Supervisor's email box ([electionsupervisor@ibtvote.org](mailto:electionsupervisor@ibtvote.org)) or to the Office of the Election Supervisor at 4423 Lehigh Road #439, College Park, MD 20740.

**Richard W. Mark, Election Supervisor**

<sup>1</sup> The narrowest winning margin before examining challenged ballots was the 4,035 votes separating At-Large Vice President Candidates Steve Vairma and Sandy Pope.

<sup>2</sup> In the 1991 International Officer election the prevailing slate had only two affiliated candidates nominated for three open seats as Vice-President for the Eastern Region. The third seat was filled by the candidate nominated for that position who received the third most votes in that contest. That candidate was affiliated with a slate other than the slate that generally prevailed.



## TABULATION OF SECRET BALLOT VOTES CAST BY UNION MEMBERS FOR ALL CONTESTED INTERNATIONAL UNION OFFICES

(Including Challenged Ballots Resolved as "Eligible")

NAME	EAST	CENTRAL	SOUTH	WEST	CANADA	TOTALS
<b>GENERAL PRESIDENT</b>						
James P. Hoffa	33,927	26,378	8,351	23,969	9,776	102,401
Fred Zuckerman	27,091	37,109	10,925	18,332	2,920	96,377
<b>GENERAL SECRETARY-TREASURER</b>						
Ken Hall	34,046	26,511	8,468	23,959	9,718	102,702
Tim Sylvester	26,631	36,588	10,730	18,094	2,894	94,937
<b>VICE PRESIDENT AT-LARGE</b>						
John F. Murphy	33,554	26,088	8,263	23,473	9,643	101,021
Greg Floyd	33,339	25,922	8,222	23,376	9,628	100,487
Fred Simpson	33,211	25,968	8,252	23,356	9,635	100,422
George Miranda	33,212	25,811	8,172	23,556	9,619	100,370
Fred Potter	33,178	25,938	8,183	23,296	9,646	100,241
George Tedeschi	33,153	25,787	8,142	23,268	9,566	99,916
Steve Vairma	33,008	25,665	8,123	23,306	9,586	99,688
Sandy Pope	26,856	36,755	10,759	18,214	2,947	95,531
Willie Ford	26,305	35,980	10,561	17,724	2,836	93,406
Stan White	26,203	35,991	10,535	17,615	2,859	93,203
Jerry Yarbrough	26,083	35,817	10,539	17,466	2,763	92,668
Joe Darmento	26,146	35,711	10,458	17,527	2,797	92,639
Carlos Lizarraga	25,915	35,518	10,420	17,698	2,745	92,296
John Thyer	25,856	35,462	10,403	17,293	2,721	91,735
<b>TRUSTEE</b>						
Kevin D. Moore	33,661	26,320	8,353	23,741	9,643	101,718
Denis Taylor	33,397	25,966	8,245	23,572	9,679	100,859
Jim Kabell	33,206	25,865	8,187	23,380	9,599	100,237
Todd Anderson	26,598	36,457	10,752	18,077	2,890	94,774
Dave Bernt	26,167	35,858	10,526	17,625	2,790	92,966
Dave Loobie	26,016	35,756	10,444	17,481	2,799	92,496
<b>EASTERN REGION PRESIDENT</b>						
Sean M. O'Brien	33,850					33,850
Bill Hamilton	33,655					33,655
Dan Kane, Sr.	33,165					33,165
Bob Randall	26,490					26,490
Randy Shepler	26,047					26,047
Matt Taibi	25,969					25,969
<b>CENTRAL REGION VICE PRESIDENT</b>						
Tony Jones		36,151				36,151
Bill Frisky		36,006				36,006
Bob Kopystynsky		35,752				35,752
Avral Thompson		35,738				35,738
Becky Strzechowski		26,501				26,501
Brian R. Buhle		25,998				25,998
Gordon Sweeton		25,942				25,942
John T. Coli		25,691				25,691
<b>SOUTHERN REGION VICE PRESIDENT</b>						
Kimberly Schultz			10,733			10,733
John Palmer			10,531			10,531
Ken Wood			8,348			8,348
Tyson Johnson			8,300			8,300

The Western Region and Teamsters Canada Vice Presidents were elected without opposition at the convention.



# GENERAL PRESIDENT EAST

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 1	Eastern	24	8	3	1
IBT 8	Eastern	245	124	2	1
IBT 11	Eastern	252	95	33	1
IBT 22	Eastern	54	61	4	0
IBT 25	Eastern	2,154	530	183	82
IBT 29	Eastern	62	127	9	2
IBT 30	Eastern	112	704	16	0
IBT 35	Eastern	40	13	5	0
IBT 42	Eastern	122	54	2	0
IBT 59	Eastern	200	101	12	0
IBT 61	Eastern	127	119	5	1
IBT 71	Eastern	146	613	13	0
IBT 72	Eastern	143	152	11	1
IBT 77	Eastern	139	69	8	0
IBT 95	Eastern	52	23	11	0
IBT 96	Eastern	20	9	0	1
IBT 97	Eastern	260	146	12	0
IBT 101	Eastern	30	24	1	0
IBT 102	Eastern	56	45	9	0
IBT 107	Eastern	629	198	118	1
IBT 110	Eastern	112	192	29	0
IBT 115	Eastern	250	92	12	1
IBT 118	Eastern	518	336	42	0
IBT 122	Eastern	195	32	8	1
IBT 125	Eastern	149	83	15	1
IBT 126	Eastern	6	1	0	0
IBT 127	Eastern	65	23	8	0
IBT 145	Eastern	47	15	9	0
IBT 169	Eastern	57	25	10	0
IBT 170	Eastern	294	482	40	1
IBT 171	Eastern	80	182	10	1
IBT 175	Eastern	717	144	15	2
IBT 177	Eastern	769	1,368	81	5
IBT 191	Eastern	261	79	10	0
IBT 202	Eastern	1,055	115	43	12
IBT 205	Eastern	172	93	10	0
IBT 210	Eastern	534	515	52	3
IBT 211	Eastern	81	6	2	0
IBT 229	Eastern	87	97	17	1
IBT 237	Eastern	1,693	839	22	22
IBT 249	Eastern	342	680	49	0
IBT 250	Eastern	201	110	28	1
IBT 251	Eastern	427	984	100	2
IBT 261	Eastern	77	129	6	0
IBT 264	Eastern	328	328	39	0
IBT 272	Eastern	196	173	36	0
IBT 282	Eastern	678	110	50	0
IBT 294	Eastern	642	733	66	2
IBT 295	Eastern	533	66	15	2
IBT 312	Eastern	134	49	9	1
IBT 317	Eastern	369	416	32	0
IBT 322	Eastern	138	170	6	0
IBT 326	Eastern	255	82	9	1
IBT 331	Eastern	144	96	7	0
IBT 340	Eastern	314	200	20	0
IBT 341	Eastern	59	42	9	0
IBT 355	Eastern	397	384	145	0
IBT 384	Eastern	324	687	37	2
IBT 391	Eastern	520	615	100	2
IBT 397	Eastern	61	142	7	0
IBT 401	Eastern	204	117	10	0
IBT 404	Eastern	115	105	5	0
IBT 429	Eastern	292	230	19	0
IBT 443	Eastern	243	88	19	0
IBT 445	Eastern	200	111	39	0
IBT 449	Eastern	201	648	37	2
IBT 453	Eastern	46	43	5	1
IBT 456	Eastern	484	96	90	0

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 463	Eastern	151	121	6	0
IBT 469	Eastern	289	76	39	0
IBT 491	Eastern	66	66	4	0
IBT 493	Eastern	124	70	11	0
IBT 500	Eastern	158	71	11	0
IBT 502	Eastern	37	20	0	0
IBT 509	Eastern	261	430	28	0
IBT 522	Eastern	144	19	9	0
IBT 529	Eastern	33	63	8	0
IBT 538	Eastern	74	101	15	0
IBT 553	Eastern	294	130	63	0
IBT 559	Eastern	44	135	15	3
IBT 560	Eastern	316	176	40	3
IBT 570	Eastern	206	64	13	0
IBT 585	Eastern	48	82	9	0
IBT 592	Eastern	59	66	12	0
IBT 597	Eastern	74	79	7	0
IBT 623	Eastern	156	689	25	4
IBT 628	Eastern	225	28	6	0
IBT 633	Eastern	416	252	19	0
IBT 636	Eastern	45	64	12	0
IBT 639	Eastern	554	350	123	4
IBT 641	Eastern	123	136	14	0
IBT 653	Eastern	371	135	32	0
IBT 671	Eastern	339	161	20	1
IBT 676	Eastern	325	431	49	0
IBT 677	Eastern	264	177	28	0
IBT 687	Eastern	73	99	6	0
IBT 697	Eastern	57	42	22	1
IBT 701	Eastern	223	68	16	0
IBT 707	Eastern	170	375	47	0
IBT 730	Eastern	51	37	27	0
IBT 764	Eastern	61	120	7	0
IBT 771	Eastern	92	131	13	1
IBT 773	Eastern	398	347	42	0
IBT 776	Eastern	564	1,246	65	2
IBT 802	Eastern	113	51	12	0
IBT 804	Eastern	295	1,835	62	25
IBT 807	Eastern	97	33	19	0
IBT 808	Eastern	82	26	8	0
IBT 810	Eastern	312	122	33	0
IBT 812	Eastern	419	87	30	4
IBT 813	Eastern	256	71	14	0
IBT 814	Eastern	26	62	41	0
IBT 817	Eastern	214	22	4	1
IBT 822	Eastern	185	90	18	2
IBT 830	Eastern	340	99	15	0
IBT 831	Eastern	1,031	99	5	1
IBT 863	Eastern	261	112	24	1
IBT 877	Eastern	77	39	1	0
IBT 888	Eastern	19	2	0	0
IBT 901	Eastern	126	15	2	2
IBT 917	Eastern	111	63	17	1
IBT 922	Eastern	36	13	4	0
IBT 926	Eastern	115	126	7	0
IBT 929	Eastern	258	43	14	0
IBT 966	Eastern	27	27	3	0
IBT 992	Eastern	74	225	6	1
IBT 1035	Eastern	33	50	9	0
IBT 1100	Eastern	10	3	1	0
IBT 1149	Eastern	87	30	11	0
IBT 1150	Eastern	607	243	19	1
IBT 1205	Eastern	322	106	21	3
IBT 1414	Eastern	96	10	12	0
BLETD 30	Eastern	123	110	4	0
BLETD 120	Eastern	0	0	27	0
BLETD 300	Eastern	67	64	0	0
BLETD 420	Eastern	0	0	65	0
BLETD 555	Eastern	26	40	0	0



# GENERAL PRESIDENT EAST

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
BLETD 560	Eastern	6	2	0	0
BLETD 670	Eastern	8	8	0	0
BLETD 715	Eastern	0	0	44	0
BLETD 770	Eastern	0	0	2	0
BLETD 810	Eastern	0	1	343	0
BLETD 850	Eastern	0	0	5	0
BMWED - B&LE	Eastern	1	0	0	0
BMWED - CRSD	Eastern	33	24	1	0
BMWED - NE	Eastern	37	21	2	0
BMWED - PENN	Eastern	167	140	21	2
GCC B 119	Eastern	4	1	1	0
GCC B 4	Eastern	8	2	0	0
GCC C 1	Eastern	9	9	1	0
GCC C 137	Eastern	21	17	3	0
GCC C 22	Eastern	0	0	1	0
GCC C 27	Eastern	6	2	0	0
GCC C 329	Eastern	1	0	0	0
GCC C 330	Eastern	1	0	0	0
GCC C 338	Eastern	0	0	1	0
GCC C 392	Eastern	0	0	0	0
GCC C 4	Eastern	14	10	6	0
GCC C 406	Eastern	87	24	8	0
GCC C 443	Eastern	0	0	0	0
GCC C 670	Eastern	0	0	0	0
GCC C 72	Eastern	25	14	1	0

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
GCC C 95	Eastern	0	0	0	0
GCC L 1	Eastern	52	32	6	0
GCC M 14	Eastern	26	14	10	0
GCC M 24	Eastern	0	0	32	0
GCC M 241	Eastern	2	1	3	0
GCC M 261	Eastern	4	10	1	0
GCC M 285	Eastern	20	7	4	0
GCC M 493	Eastern	1	3	0	0
GCC M 503	Eastern	16	10	2	0
GCC M 600	Eastern	9	1	1	0
GCC M 612	Eastern	0	0	18	0
GCC MAL	Eastern	0	0	1	0
GCC N 16	Eastern	20	14	5	0
GCC N 2	Eastern	30	7	34	0
GCC N 3	Eastern	43	16	6	0
GCC N 8	Eastern	17	3	0	0
GCC S 594	Eastern	0	0	3	0
GCC S 642	Eastern	0	2	0	0
GCC S 713	Eastern	0	0	4	0
GCC S 726	Eastern	4	1	1	0
GCC S 735	Eastern	28	27	3	0
Misc (EAS)*	Eastern	10	7	0	0
<b>PRE-RESOLUTION</b>					
<b>TOTALS</b>		33,373	26,573	3,831	220

# GENERAL PRESIDENT CENTRAL

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 6	Central	175	70	12	0
IBT 7	Central	74	70	16	0
IBT 20	Central	251	697	30	1
IBT 24	Central	123	547	21	0
IBT 26	Central	104	108	20	0
IBT 40	Central	33	116	6	0
IBT 41	Central	435	1,264	88	1
IBT 50	Central	149	128	27	0
IBT 52	Central	105	39	4	1
IBT 89	Central	304	3,495	213	10
IBT 90	Central	73	192	13	0
IBT 92	Central	126	125	18	0
IBT 100	Central	157	762	28	0
IBT 114	Central	10	43	1	0
IBT 120	Central	932	1,194	95	5
IBT 135	Central	622	1,303	93	3
IBT 142	Central	319	187	45	1
IBT 160	Central	59	55	4	0
IBT 179	Central	149	248	55	0
IBT 200	Central	257	333	24	0
IBT 214	Central	251	154	43	0
IBT 215	Central	337	247	26	0
IBT 236	Central	13	98	3	0
IBT 238	Central	311	365	23	0
IBT 243	Central	349	510	36	0
IBT 244	Central	16	17	13	0
IBT 245	Central	250	148	16	0
IBT 247	Central	127	106	8	0
IBT 279	Central	60	37	1	0
IBT 283	Central	77	57	4	0
IBT 284	Central	282	286	12	2
IBT 289	Central	46	42	0	0
IBT 293	Central	85	70	1	0
IBT 299	Central	479	517	58	0
IBT 301	Central	179	65	12	0
IBT 320	Central	586	662	21	1
IBT 325	Central	72	250	14	0
IBT 330	Central	125	76	18	0
IBT 332	Central	412	214	39	0
IBT 337	Central	346	165	50	0

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 344	Central	522	520	22	2
IBT 346	Central	130	161	23	0
IBT 348	Central	154	76	7	0
IBT 357	Central	27	343	24	0
IBT 364	Central	153	255	16	0
IBT 371	Central	59	188	19	0
IBT 372	Central	57	26	3	0
IBT 377	Central	218	389	28	1
IBT 400	Central	23	5	0	0
IBT 406	Central	485	681	55	0
IBT 407	Central	515	362	40	0
IBT 413	Central	38	1,044	45	0
IBT 414	Central	211	409	31	0
IBT 416	Central	34	34	3	0
IBT 436	Central	172	111	11	0
IBT 471	Central	41	65	2	0
IBT 473	Central	65	49	7	0
IBT 507	Central	295	177	38	0
IBT 525	Central	144	70	14	0
IBT 541	Central	68	49	11	2
IBT 554	Central	233	390	22	0
IBT 600	Central	134	402	40	1
IBT 604	Central	2	131	14	0
IBT 610	Central	100	97	14	0
IBT 614	Central	112	124	20	0
IBT 618	Central	175	132	6	0
IBT 627	Central	106	79	10	0
IBT 637	Central	34	125	23	0
IBT 638	Central	637	593	34	2
IBT 651	Central	112	575	18	1
IBT 662	Central	274	405	30	1
IBT 673	Central	241	138	24	1
IBT 682	Central	107	108	17	0
IBT 688	Central	619	631	89	3
IBT 695	Central	207	268	15	0
IBT 696	Central	105	72	3	0
IBT 700	Central	1,362	458	48	9
IBT 703	Central	284	73	26	0
IBT 705	Central	765	2,659	92	11
IBT 710	Central	1,145	2,692	212	3



# GENERAL PRESIDENT CENTRAL

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 722	Central	78	98	12	0
IBT 727	Central	1,266	286	126	8
IBT 731	Central	456	219	42	2
IBT 734	Central	134	58	38	0
IBT 743	Central	393	238	134	1
IBT 754	Central	83	63	6	0
IBT 777	Central	280	91	75	3
IBT 781	Central	168	471	12	2
IBT 783	Central	106	217	15	1
IBT 786	Central	186	75	29	0
IBT 792	Central	178	56	4	0
IBT 795	Central	111	117	12	0
IBT 823	Central	65	51	5	0
IBT 833	Central	18	44	6	0
IBT 838	Central	48	64	7	0
IBT 908	Central	62	140	6	0
IBT 916	Central	346	233	17	0
IBT 955	Central	72	65	7	0
IBT 957	Central	190	640	53	0
IBT 964	Central	22	167	10	0
IBT 970	Central	70	25	12	0
IBT 974	Central	47	63	4	0
IBT 1038	Central	101	35	7	0
IBT 1070	Central	19	13	0	0
IBT 1108	Central	63	29	8	0
IBT 1145	Central	67	52	2	0
IBT 1164	Central	20	6	0	0
IBT 1199	Central	142	34	4	0
IBT 1224	Central	348	317	37	0
IBT 2001	Central	4	8	2	0
IBT 2727	Central	238	344	15	1
BLETD 70	Central	68	113	27	0
BLETD 90	Central	0	0	0	0
BLETD 150	Central	220	311	45	0
BLETD 180	Central	37	63	9	0
BLETD 222	Central	0	0	3	0
BLETD 233	Central	0	0	5	0
BLETD 272	Central	0	0	0	0
BLETD 280	Central	85	114	0	0
BLETD 290	Central	41	51	0	0
BLETD 360	Central	12	10	2	0
BLETD 400	Central	5	9	0	0
BLETD 490	Central	69	136	3	0
BLETD 580	Central	28	38	1	0
BLETD 590	Central	119	238	9	0

# GENERAL PRESIDENT SOUTHERN

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 5	Southern	8	25	6	1
IBT 19	Southern	75	602	2	0
IBT 79	Southern	652	406	18	2
IBT 173	Southern	130	49	5	0
IBT 270	Southern	117	150	60	1
IBT 327	Southern	86	76	9	0
IBT 373	Southern	48	47	0	0
IBT 385	Southern	467	517	61	2
IBT 402	Southern	47	63	13	0
IBT 480	Southern	315	707	30	3
IBT 512	Southern	254	302	23	0
IBT 516	Southern	64	68	4	0
IBT 519	Southern	218	378	81	3
IBT 523	Southern	34	23	3	0
IBT 528	Southern	168	199	39	0
IBT 568	Southern	63	104	6	0
IBT 577	Southern	129	74	6	0
IBT 612	Southern	284	150	15	2
IBT 657	Southern	283	331	19	0
IBT 667	Southern	86	586	27	1

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
BLETD 620	Central	3	3	0	0
BLETD 910	Central	44	31	0	0
BMWED - ASF	Central	68	73	11	0
BMWED - BUR	Central	108	224	21	0
BMWED - BURNOR	Central	85	184	16	0
BMWED - C&EI	Central	1	10	0	0
BMWED - CRSF	Central	112	143	21	2
BMWED - EJ&E	Central	2	4	4	0
BMWED - ICGF	Central	26	42	2	0
BMWED - WCSD	Central	11	15	1	0
GCC B 1	Central	6	16	3	0
GCC C 135	Central	10	6	2	0
GCC C 16	Central	6	3	4	1
GCC C 192	Central	0	0	0	0
GCC C 240	Central	0	0	1	0
GCC C 379	Central	2	2	0	0
GCC M 1	Central	23	21	14	0
GCC M 17	Central	12	9	15	0
GCC M 2289	Central	57	26	8	1
GCC M 235	Central	21	13	1	0
GCC M 458	Central	112	44	15	0
GCC M 508	Central	47	38	8	0
GCC M 518	Central	7	4	0	0
GCC M 546	Central	53	20	16	0
GCC M 550	Central	1	3	3	0
GCC M 568	Central	19	14	1	0
GCC M 571	Central	3	1	4	0
GCC M 575	Central	0	0	6	0
GCC M 577	Central	33	31	24	0
GCC M 6505	Central	48	41	8	0
GCC N 128	Central	14	8	0	0
GCC N 13	Central	13	3	2	0
GCC N 23	Central	9	2	1	8
GCC N 38	Central	8	2	0	12
GCC P 77	Central	20	27	3	0
GCC S 415	Central	32	19	5	0
GCC S 507	Central	7	5	0	0
GCC S 555	Central	7	2	0	0
GCC S 705	Central	4	6	11	0
GCC S 727	Central	9	7	1	0
Misc * (CEN)	Central	2	4	1	6
<b>PRE-RESOLUTION TOTALS</b>		26,135	36,736	3,411	110



# GENERAL PRESIDENT SOUTHERN

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
BLETD 720	Southern	34	76	0	0
BLETD 740	Southern	80	135	2	0
BLETD 845	Southern	6	2	0	0
BMWED - AEF	Southern	291	407	41	0
BMWED - AT&SFF	Southern	124	273	9	0
BMWED - SOU	Southern	40	63	8	0
GCC C 286	Southern	1	0	1	0
GCC C 444	Southern	0	0	0	0

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
GCC M 197	Southern	8	8	3	0
GCC M 226	Southern	0	2	0	0
GCC M 367	Southern	0	0	6	0
GCC M 4535	Southern	0	0	13	0
GCC S 527	Southern	20	9	6	0
Misc* (SOU)	Southern	1	0	0	0
<b>PRE-RESOLUTION</b>					
<b>TOTALS</b>		8,228	10,789	1,022	29

# GENERAL PRESIDENT WESTERN

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 2	Western	198	188	28	0
IBT 14	Western	188	82	6	0
IBT 17	Western	155	291	25	0
IBT 38	Western	152	99	18	1
IBT 58	Western	98	52	5	0
IBT 63	Western	1,053	1,183	167	2
IBT 70	Western	528	162	57	0
IBT 81	Western	59	153	11	0
IBT 87	Western	39	22	2	0
IBT 104	Western	556	931	179	4
IBT 117	Western	1,110	700	203	0
IBT 137	Western	147	76	7	0
IBT 150	Western	361	316	49	0
IBT 162	Western	439	237	51	0
IBT 166	Western	241	164	38	0
IBT 174	Western	966	364	60	0
IBT 186	Western	82	177	21	0
IBT 190	Western	106	113	7	0
IBT 206	Western	43	259	62	0
IBT 222	Western	301	398	25	1
IBT 223	Western	111	80	6	0
IBT 231	Western	132	85	1	0
IBT 252	Western	91	63	4	0
IBT 267	Western	98	44	3	1
IBT 287	Western	95	201	28	0
IBT 305	Western	727	207	43	1
IBT 313	Western	137	81	23	0
IBT 315	Western	369	314	79	0
IBT 324	Western	99	69	4	0
IBT 350	Western	290	47	8	1
IBT 386	Western	167	85	20	0
IBT 396	Western	831	1,097	42	8
IBT 399	Western	644	153	89	0
IBT 431	Western	153	67	9	0
IBT 439	Western	437	267	27	2
IBT 455	Western	892	652	60	4
IBT 481	Western	129	91	8	0
IBT 483	Western	106	84	7	1
IBT 492	Western	181	215	13	0
IBT 495	Western	311	190	38	1
IBT 517	Western	166	97	17	0
IBT 533	Western	148	107	14	1
IBT 542	Western	351	319	38	2
IBT 572	Western	641	572	36	0
IBT 589	Western	77	62	6	0
IBT 601	Western	132	108	170	0
IBT 630	Western	371	268	64	0
IBT 631	Western	441	278	100	1
IBT 665	Western	268	172	34	0

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 670	Western	133	90	10	0
IBT 683	Western	140	88	22	1
IBT 690	Western	203	203	29	1
IBT 752	Western	5	3	2	0
IBT 760	Western	196	143	8	0
IBT 763	Western	231	155	13	0
IBT 839	Western	78	50	5	0
IBT 848	Western	452	294	43	3
IBT 853	Western	752	221	158	1
IBT 856	Western	575	589	38	0
IBT 890	Western	147	78	15	0
IBT 896	Western	231	100	37	1
IBT 911	Western	332	213	18	2
IBT 912	Western	33	20	9	0
IBT 948	Western	177	105	190	1
IBT 952	Western	609	449	46	1
IBT 959	Western	178	207	72	1
IBT 962	Western	75	74	6	0
IBT 983	Western	46	47	9	0
IBT 986	Western	1,172	822	108	5
IBT 996	Western	416	193	48	0
IBT 1699	Western	12	34	2	0
IBT 1932	Western	625	370	10	0
IBT 2010	Western	458	428	13	0
IBT 2785	Western	255	194	33	0
BLETD 430	Western	0	0	0	0
BLETD 666	Western	0	0	4	0
BLETD 780	Western	97	152	2	0
BLETD 830	Western	0	0	0	0
BLETD 860	Western	88	118	3	0
BLETD 900	Western	50	89	11	0
BMWED USD	Western	194	371	24	3
GCC C 227	Western	0	0	1	0
GCC C 242	Western	0	0	3	0
GCC C 327	Western	0	0	1	0
GCC C 704	Western	0	0	0	0
GCC M 388	Western	164	79	17	0
GCC M 432	Western	0	0	0	0
GCC M 543	Western	2	5	3	0
GCC M 58	Western	3	0	0	0
GCC M 747	Western	71	33	5	0
GCC N 140	Western	0	0	3	0
GCC N 28	Western	4	3	0	0
GCC S 541	Western	4	0	0	0
GCC S 625	Western	10	3	2	0
Misc* (WES)	Western	1	4	0	0
<b>PRE-RESOLUTION</b>					
<b>TOTALS</b>		23,636	18,069	3,035	51



# GENERAL PRESIDENT CANADA

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 31	Canada	578	235	234	0
IBT 91	Canada	153	54	4	0
IBT 106	Canada	1,036	134	48	6
IBT 155	Canada	102	69	2	0
IBT 213	Canada	431	264	49	0
IBT 230	Canada	244	72	11	0
IBT 362	Canada	591	168	56	0
IBT 395	Canada	108	26	4	0
IBT 419	Canada	461	121	20	5
IBT 464	Canada	133	21	1	0
IBT 647	Canada	243	42	10	0
IBT 847	Canada	246	25	5	1
IBT 855	Canada	118	31	8	0
IBT 879	Canada	364	186	16	0
IBT 927	Canada	111	55	11	0

LOCAL	REGION	HOFFA	ZUCKERMAN	CHALLENGES	VOIDS
IBT 931	Canada	642	137	43	2
IBT 938	Canada	482	242	40	0
IBT 979	Canada	126	80	9	2
IBT 987	Canada	201	153	14	0
IBT 1791	Canada	36	10	1	0
IBT 1979	Canada	17	9	2	0
IBT 1999	Canada	2,617	223	300	15
IBT TCRC	Canada	266	385	38	1
IBT TCRC - MWED	Canada	77	79	30	0
GCC M 100	Canada	80	18	8	0
GCC M 555	Canada	58	26	5	0
Misc* (CAN)	Canada	0	0	1	0
<b>PRE-RESOLUTION TOTALS</b>					
		9,521	2,865	970	32

# GENERAL PRESIDENT – CHALLENGED BALLOTS RESULTS BY REGION

Region	Hoffa	Zuckerman	Total
Eastern	554	518	1,072
Central	243	373	616
Southern	123	136	259
Western	333	263	596
Canada	255	55	310
<b>TOTAL</b>	1,508	1,345	2,853

# BREAKDOWN OF CHALLENGED BALLOTS

Initially Challenged Members			12,282
Category A	Ineligible	Brotherhood of Locomotive Engineers & Trainmen challenged due to BLET payroll system changeover	0
Category B	Ineligible	Cash dues paying members not paid through October, 2016	1,117
Category C	Ineligible	Checkoff dues paying members - no recent dues postings after November 10, 2016.	0
Category D	Ineligible	Cash dues paying members - unpaid initiation fees.	17
Category E	Ineligible	Agricultural industry seasonal workers - no dues activity since November 10, 2015.	16
Category F	Ineligible	Checkoff dues paying members - recent dues postings after November 10, 2016	1,176
Category G	Ineligible	Recently inactive members	3,665
<b>TOTAL</b>	Ineligible		5,991
Category A	Eligible	Brotherhood of Locomotive Engineers & Trainmen challenged due to BLET payroll system changeover	652
Category B	Eligible	Cash dues paying members - dues were paid, but not posted, before November cutoff.	33
Category C	Eligible	Checkoff dues paying members - recent dues postings after November 10, 2016	1,742
Category D	Eligible	Cash dues paying members - initiation fees paid but not posted by November 10, 2015	0
Category E	Eligible	Agricultural industry seasonal workers with no dues activity since November 10, 2015.	0
Category F	Eligible	Checkoff dues paying members - recent dues postings after November 10, 2016.	413
Category G	Eligible	Recent inactive members who returned to active status by November 10, 2016.	68
<b>TOTAL</b>	Eligible		2,908
Initially Challenged Members			12,282
Total Ineligible			5,991
Total Eligible			2,908
<b>Remaining Challenged Ballots</b>			3,383



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## REPORT TO ALL MEMBERS OF THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS

FROM: The Independent Disciplinary Officers  
Hon. Joseph E. diGenova

DATED: November 30, 2016

### I. INTRODUCTION

The following is Magazine Report 1 of the Independent Disciplinary Officers ("IDO") for 2017 regarding activities from June 30, 2016 to November 30, 2016 conducted pursuant to the Final Agreement and Order of February 17, 2015.

This Report provides information on three new Charge Recommendations, and updates on three existing Charges.

### II. NEW REPORTS

#### A. KEN HALL, IBT GENERAL SECRETARY-TREASURER

On October 31, 2016, the Independent Investigations Officer ("IIO") issued a Charge Recommendation and Report to General President James P. Hoffa, regarding General Secretary-Treasurer Ken Hall ("Hall") alleging he brought reproach upon the IBT and violated his legal obligations under the Final Agreement and Order by obstructing and interfering with the work of the IIO.

The IBT made a motion in the District Court alleging that publically charging Hall interfered with the IBT election and requested the Court to order the IIO to withdraw the report. On November 15, 2016, Judge Preska denied the IBT's motion. The Court further ordered that the IIO referred Charge against Hall proceed in the usual manner under the Final Agreement and Order through the Union and the Independent Review Officer ("IRO").

On November 22, 2016, the IBT General President adopted and filed the Charge.

#### B. NICOLE BRENER-SCHMITZ, FORMER IBT POLITICAL DIRECTOR

On November 9, 2016, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that disciplinary charges be filed against former IBT Political Director Nicole Brener-Schmitz ("Brener-Schmitz"), who was an IBT member at the time of her offenses, for multiple violations of the criminal laws and the IBT Constitution. The report alleged:

1. From 2013 through 2015, she submitted 564 false receipts to the IBT for transportation within the D.C. area that it paid for her. For each of these charges she caused the union to pay, she altered information on the receipts she submitted. She falsely claimed all these charges were for a union purpose. She caused the IBT to pay for these personal expenses, embezzling in excess of \$11,000 in violation of 29 U.S.C. § 501 (c), and commit-

ting an act of racketeering, 18 U.S.C. §1961 (1), in violation of the Final Agreement and Order in *United States v. International Brotherhood of Teamsters*, 88 Civ. 4486 (S.D.N.Y.).

2. In submitting these 564 false receipts and correspondingly false expense reports in connection with those expenses, she caused the IBT to violate its record keeping obligations under federal criminal and civil law. 29 U.S.C. §§ 436, 439. In doing so, she was liable as a principal for these criminal acts. 18 U.S.C. §2(b).

3. On at least two separate occasions, in 2013 and 2015, she caused the IBT to extend interest free loans to her, each of which was over \$2,000, in violation of the IBT's legal obligations under 29 U.S.C. §503. Under 18 U.S.C. §2(b), she was as liable as the principal for these criminal acts.

4. She brought reproach upon the IBT through defrauding it by submitting personal checks to it to repay debts owed for illegal loans when she knew there were insufficient funds in her account to cover the checks she gave the IBT. The checks bounced. More than five days elapsed from the time some of her checks were refused to be honored before she made repayment to the IBT. These were felony offenses with the IBT as her victim. Code of the District of Columbia § 22-1510. Her conduct in doing this was reproachful.

5. She received \$4,000 in her personal account in July 2013, from the Chairman and Executive Director of an organization the IBT made donations to through D.R.I.V.E. She was involved in the IBT donation process for that organization. Prior to being deposed by the IIO in July, 2016, she never disclosed to the IBT that she personally had received this money from an officer of an organization for which she was recommending D.R.I.V.E. donations be made. This created a conflict of interest under the law and in violation of the IBT's Code of Conduct for its employees.

Through all her actions, the IIO alleged she violated Articles II, §2(a) and XIX, §§ 7(b) (1), (2), (3), (5) and (11) of the IBT Constitution.

On November 14, 2016, IBT General President Hoffa adopted and filed the Charges. On November 28, 2016 the IBT submitted an Affidavit and Agreement, signed by Brener-Schmitz. The matter will be considered by the new IRO.

#### C. WILLIAM C. SMITH, III, EXECUTIVE ASSISTANT TO THE IBT GENERAL PRESIDENT

On November 18, 2016, pursuant to Paragraphs 30 and 31 of the Final Agreement and Order, the IIO recommended to the General President that a charge be filed against IBT member and employee, William C. Smith, III ("Smith"), Executive Assistant to the General President, principal officer of Local 891 and Secretary-Treasurer of Joint Council 87, for accepting a thing of value from an employer of IBT members in violation of federal law, 29 USC §186(b), the permanent injunction in *United States v. International Brotherhood of Teamsters*, and the IBT Constitution, Article XIX, Sections 7(b)(2), (11) and (13). The report alleged that:

In January 2013, during contract negotiations between a local



and an IBT employer in which International Vice President Rome Aloise ("Aloise") was participating, he solicited the IBT employer to obtain admissions for Smith and his companions to an exclusive non-public Super Bowl party in New Orleans. These party admissions were things of value worth, at least, \$6,000. Smith knew Aloise requested the IBT employer to obtain the admissions for him. Smith received and used the admissions that the IBT employer obtained for him. The charge report alleged that Smith violated 29 U.S.C. §186(b), which forbade an IBT employee from soliciting and receiving a thing of value from an IBT employer, and committed an act of racketeering in violation of the permanent injunction in the Consent Order. The report recommended that Smith be charged with violating Article II, Section 2(a) and Article XIX, Sections 7(b)(2), (11) and (13) of the IBT Constitution.

### **III. PROGRESS OF EXISTING MATTERS**

#### **A. OHIO CONFERENCE OF TEAMSTERS OFFICERS AND AN EMPLOYEE, KIMBERLY BALES, CHARLES CIMINO, AND WILLIAM LICHTENWALD**

On June 9, 2016, the IIO issued a Report to the IBT General President recommending charges against Ohio Conference of Teamsters ("OCT") Administrative Assistant Kimberly Bales ("Bales"), OCT President William Lichtenwald ("Lichtenwald"), and former OCT Secretary Treasurer Charles Cimino ("Cimino"). A revised Charge Report was issued on June 15, 2016. Among the proposed charges against Lichtenwald, Cimino and Bales were that they breached their fiduciary duties and violated the Conference Bylaws by consistently making expenditures of Conference funds without approvals required under its Bylaws and in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1) and (2) of the IBT Constitution. The report alleged they caused over \$1,755,000 in unauthorized expenditures to be made.

The IIO recommended that Lichtenwald and Bales also be charged with embezzling and breaching their fiduciary duties through allegedly making approximately \$238,433 in unauthorized transfers of Conference money to their Locals to be used to pay their Local's benefits contributions as part of their local compensation to them in violation of the IBT Constitution. It was alleged this was done without authority and with no benefit to the Conference from these expenditures. Embezzlement is an act of racketeering all members are enjoined from committing under the Final Agreement and Order. In addition, it was recommended that Lichtenwald be charged with embezzling \$62,395.27 for allegedly causing the Conference to purchase a car for his exclusive use without a conference purpose and without the required board approval of the amount. In addition, it was recommended that Cimino and Lichtenwald be charged for allegedly failing to maintain Conference records accounting for the disposition of Conference assets required under Federal law.

By letter dated June 24, 2016, General President Hoffa adopted and filed the charges. On August 24, 2016, the IRO sent a notice to IBT that the deadline remained September 15, 2016 to have the matter completed. On August 26, 2016 the IBT re-

quested a 90 day extension, which was granted by the IRO on August 30, 2016 extending the deadline to December 15, 2016. On September 7, 2016, the IBT sent a Notice of Hearing for October 12, 2016. On October 3, 2016, the charged parties requested a postponement, which was granted by IBT to November 1, 2016. On November 1, 2016 the IBT held a hearing on the charges and continued the hearing to December 1, 2016.

#### **B. ROME ALOISE, PRINCIPAL OFFICER OF LOCAL 853, SAN LEANDRO, CALIFORNIA, INTERNATIONAL VICE PRESIDENT, PRESIDENT OF JOINT COUNCIL 7**

On February 10, 2016, the Independent Review Board issued a Report to the IBT General Executive Board recommending that charges be filed against Rome Aloise, an International Vice President, President of Joint Council 7, and principal officer of Local 853, for requesting and receiving things of value from IBT employers in violation of 29 U.S.C. §186(b) and Article XIX, Section 7(b)(2), (11) and (13) of the IBT Constitution. It also recommended that Aloise be charged with violating Article XIX, Section 7(b)(1) and (2) and Article XIV, Section 3 of the IBT Constitution, violating Article IV, Section 6 of the Local 853 Bylaws and bringing reproach upon the IBT in violation of Article II, Section 2(a) of the IBT Constitution through allowing an ineligible person to obtain membership and entering into sham collective bargaining agreements with The GrandFund. It was also recommended that Aloise be charged with bringing reproach upon the IBT through a pattern of misconduct designed to prevent a fair officer election in Local 601, including using union resources to support a candidate and subvert her opponents in violation of 29 U.S.C. §481(g); attempting to deny members' LMRDA rights to free speech, to sue and to fair hearings; and breaching his fiduciary duties under 29 U.S.C. §501(a) by, among other things, failing to act to end a Local officer's known failure to comply with instructions from the General Secretary-Treasurer's office for political reasons in violation of Article II, Section 2(a) and Article XIX, Section 7(b)(1), (2) and (10) of the IBT Constitution.

On February 23, 2016, General President Hoffa adopted and filed the Charges. On March 15, 2016, the IBT issued a Notice for an April 28, 2016 Hearing. Subsequently, the IBT sent to the IRO a request dated March 31, 2016, for an extension of time to complete this matter. The IRO approved an extension to July 17, 2016.

On April 7, 2016, the IBT issued a notice of the new hearing dates of June 6-7, 2016 in San Francisco and June 14-15, 2016 in Chicago.

On May 25, 2016, the IDO received a letter from an attorney representing the IBT regarding an indefinite postponement of the hearing because it represented that the Department of Justice ("DOJ") had informed Aloise that he was the target of a grand jury investigation. On May 26, 2016, the IRO denied an indefinite postponement for failure to show good cause.

On June 3, 2016, the IRO received a letter from an attor-



ney for the IBT stating that the IBT was suspending the scheduled hearing on charges against Aloise until the conclusion of the DOJ's criminal inquiry concerning him.

In a letter dated July 18, 2016, which was the date when a completed action was to have been submitted to the IRO, the IRO found inadequate in the circumstances the Union's actions and the granting of a stay for an indefinite period of time. The IRO found that the union ignored a Second Circuit Court of Appeals decision that had found the General President's Constitutional interpretation frivolous. The IRO directed the Union to complete a disciplinary hearing and submit written findings to the IRO no later than September 15, 2016. The IRO also noted in that letter that failure of the Union to comply with that time table would constitute a second serious violation of the Final Order.

In an August 5, 2016 letter, IBT counsel Viet Dinh represented the Union would not convene a hearing in this matter. On August 9, 2016 the IRO sent a Notice to those involved of an October 11, 2016 de novo hearing with a statement that the location would be determined.

Aloise's counsel on September 13, 2016 requested the IRO disqualify himself from the case. The IRO denied that request on September 27, 2016.

On September 15, 2016, counsel for Aloise submitted a letter to the IRO representing that for health reasons he was not available for the October 11, 2016 hearing. On September 27, 2016, the IRO granted a postponement of the hearing until November 30 because of counsel's health issue. On October 6, 2016, the IRO directed the IDO Administrator to send a Notice of Hearing Postponement which stated that Aloise would be advised when a new hearing date was set.

On October 11, 2016 the IRO, Benjamin R. Civiletti, due to medical necessity, submitted his resignation, to United States District Court Judge Loretta A. Preska, S.D.N.Y.

The new hearing date will be set by the new IRO upon appointment.

### C. CHARLES BERTUCIO, MEMBER of LOCAL 853, SAN LEANDRO, CALIFORNIA,

On February 11, 2016, the Independent Review Board issued a Charge Report to the IBT General President recommending that a charge be filed against former Local 853 member Charles Bertucio ("Bertucio") for bringing reproach upon the IBT and violating the IBT Constitution by knowingly engaging in a scheme to become and remain a member when he was not eligible in violation of Article II, Section 2(a) and Article XIV, Section 3 and Article XIX, Section 7(b) (1) and (2) of the IBT Constitution.

On February 17, 2016, this matter was transferred to the IDO. On February 18, 2016, IBT General President Hoffa adopted and filed the charges.

On March 18, 2016, the IBT issued a Notice for an April 21, 2016 hearing. On March 29, 2016, prior to the scheduled hearing, the IBT submitted to the IRO, Bertucio's signed affidavit

and agreement to a permanent resignation without an associational bar from the Union followed by a letter of April 14, 2016, to express the Union's views regarding the proposed agreement.

On April 26, 2016, the IRO issued a letter to the IBT General Counsel stating that he did not approve the proposed agreement. On May 5, 2016 the IBT General Counsel submitted a request to the IRO for an extension to August 30, 2016. On May 12, 2016, the IRO approved an extension to August 30, 2016.

By letter dated June 9, 2016 the IBT notified Bertucio that a hearing was scheduled for August 8, 2016. On August 30, 2016, the IBT issued its decision vacating Bertucio's membership and expunging any evidence of it, removing his honorable withdrawal card and dismissing charges against him for entering into a sham collective bargaining agreement. By letter dated October 26, 2016, the IRO informed the IBT that the IRO found the IBT's Decision inadequate and requested a response from the IBT within 20 days as to the actions taken or planned regarding its decision.

On November 14, 2016, IBT Counsel Gary Witlen submitted a response to the IRO in care of the IDO Administrator urging the IRO to accept the General President's findings and decision. The matter will be considered by the new IRO.

### IV. TOLL-FREE HOTLINE

The IDO hotline has received approximately 97 calls, since June 30th, reporting alleged improprieties. Activities which should be reported for investigation include, but are not limited to, association with organized crime, corruption, racketeering, embezzlement, extortion, assault, or failure to investigate any of these.

To assure that all calls are treated confidentially, the system which records hotline calls is located in a cipher-locked room on a dedicated line and accessed only by an IDO staff member. The recorded information, if complete and within jurisdiction, is forwarded directly to the Independent Investigations Officer. Please continue to use the toll-free hotline to report improprieties which fall within IDO jurisdiction by calling 1-800-CALL-472(800-225-5472). If you are calling from within Washington, DC, dial 202-434-8085.

### V. CONCLUSION

The task of the IDO is to ensure that the goals of the Final Agreement and Order are fulfilled. In doing so, it is our desire to keep the IBT membership fully informed about our activities through these reports. If you have any information concerning allegations of wrongdoing or corruption, you may call the toll-free hotline number, use the IDO facsimile number 202-434-8084, or write to the Independent Investigations Officer Hon. Joseph E. diGenova for all investigations at the following IDO office address:

Office of the Independent Disciplinary Officers  
444 North Capitol Street, N.W., Suite 528  
Washington, DC 20001





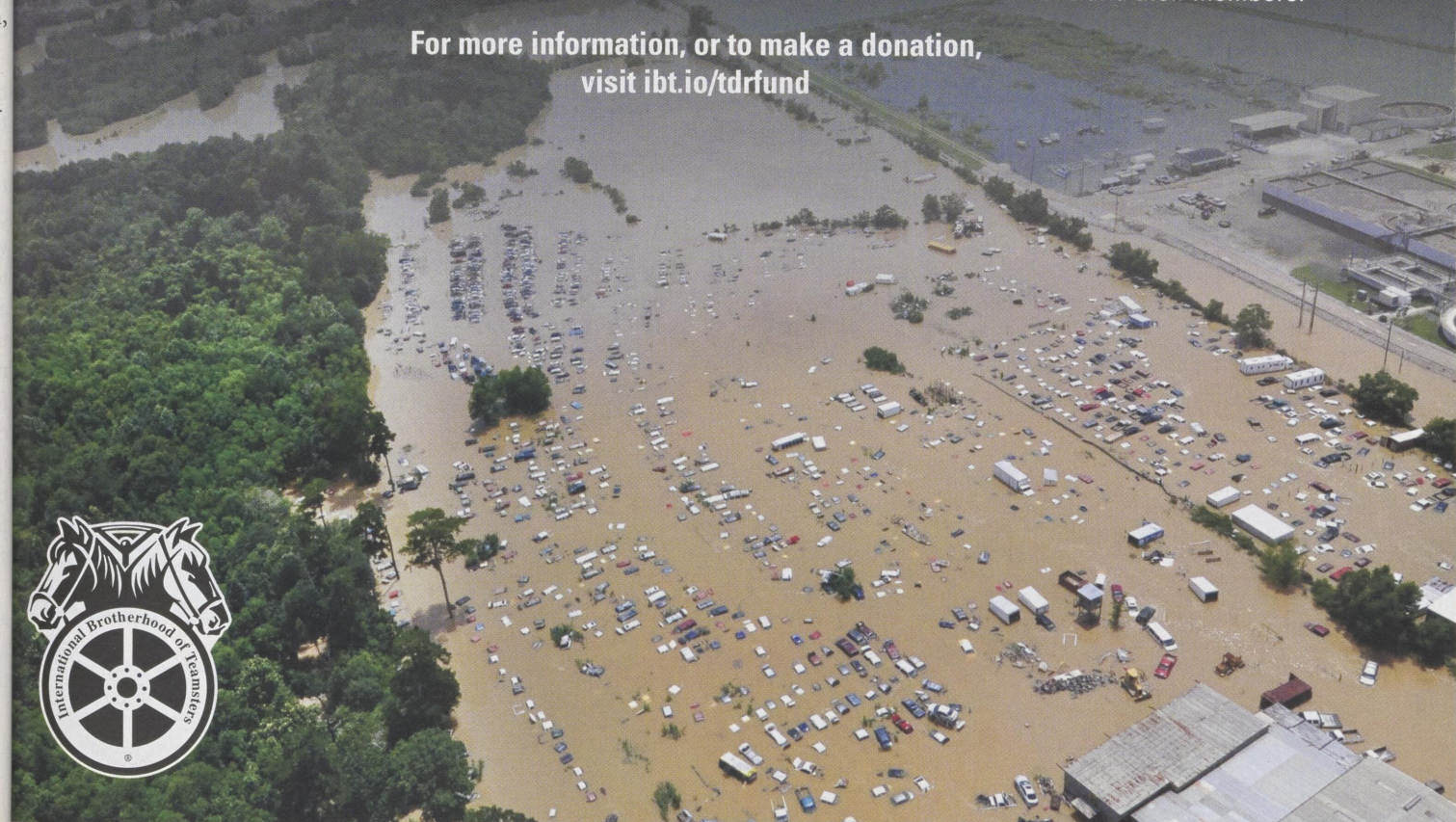
*"My union is one of the few things that has helped...The Teamsters' commitment to members knows no bounds. I knew they'd come here after Katrina hit, but to see what they did was above and beyond anything I could have ever expected."*

—TERRY BANG, Mississippi Teamster  
Affected by Hurricane Katrina

## GIVE TO TEAMSTERS DISASTER RELIEF FUND

The Teamsters Disaster Relief Fund is a charitable 501(c)(3) developed in 1991 to assist Teamster members who have suffered a loss from a disaster. The fund receives donations from local unions and their members.

For more information, or to make a donation,  
visit [ibt.io/tdrfund](http://ibt.io/tdrfund)



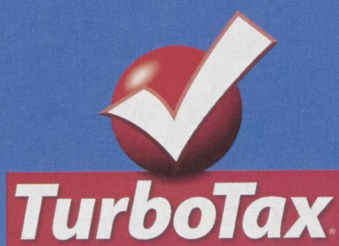


Teamsters now have access to a leading brand of tax preparation software, TurboTax. Buying TurboTax through the Teamster page, you'll receive a discount, plus a portion of what you pay goes toward the James R. Hoffa Memorial Scholarship Fund. <http://ibt.io/turbotax>

***TurboTax products feature:***

- A step-by-step interview with easy-to-understand questions;
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